

IDEAS:

<b>What ideas from today's workshop do you plan on implementing in the coming year to strengthen your recruitment and retention of diverse students?</b>	<b>Author, Department</b>	<b>Who else (people/departments/ programs) could partner with you on these ideas?</b>
Give new students a packet of community resources- cultural activities, cultural groups, churches, retail stores.	Unknown	All graduate programs on campus
Have a list of students or alums who would be willing to correspond with prospective students via email. (A spin-off of ideas I heard today).	Unknown	
Work on the development of a summer program with the express idea of recruiting URMS.	Charles J. Ansorge, Ed Psych	Grad Committee in Ed. Psych.
Explore the ideas of using second life online community to recruit students.	Charles J. Ansorge, Ed Psych	CEHS faculty who attended this faculty retreat.
Personal contacts with HBCU institutions (sort of people to people) - "relationships".	Martha Mamo, Agronomy & Horticulture	SNR, Plant Pathology, Entomology
Visits to institutions & retreat (1 day) of selected undergraduate students on campus.	Martha Mamo, Agronomy & Horticulture	
Discussing our goals related to diversity make sure our dept is clear on our goals instead of "diversity for diversity's sake."	Jordan Soliz, Dept of Communication Studies	Our dept
Email undergrad chairs of HBCUs and other minority focused institutions about our program.	Jordan Soliz, Dept of Communication Studies	Our dept
Work with multicultural center and office of grad studies for ideas.	Jordan Soliz, Dept of Communication Studies	Our dept & Graduate Studies
Research funding agencies.	Jordan Soliz, Dept of Communication Studies	Grad Chair, Graduate Studies, & other departments
On campus visits	Jordan Soliz, Dept of Communication Studies	
Exploration of partnerships between historically ethnic undergrad institutions.	Brenda Wristen, School of Music	College of F & PA
Develop pipeline/personal relationship with a faculty mentor in field at a historically ethnic undergraduate institution for possible faculty exchange & to promote recruiting.	Brenda Wristen, School of Music	
Look for grants to support recruitment.	Laurie Thomas Lee, College of Journalism & Mass Communication	Film & New Media
Look more to non-research institutions for recruitment.	Laurie Thomas Lee, College of Journalism & Mass Communication	Political Science
Host national/regional conference for student or professional organization to	Barbara Brennan, Graduate	SUCAA

garner an interested "captive" audience.	Studies	
Could PFF mentors be enlisted specifically to send their best UG stats to UNL?	Barbara Brennan, Graduate Studies	
Offer joint MS/MA degree & start discussions on offering joint PhD program. This will create more flexibility in our grad programs in statistics which will aid in recruiting all types of students.	Kent Eskridge, Statistics	Most other science depts @UNL (NU System?)
Gain more feed back from our minority grad students on how to improve our recruiting and climate for minority students.	Kent Eskridge, Statistics	Other Stat faculty
Steps for retention including intensive mentoring.	M. Latta, TLTE & CEHS	Women & Gender Studies
Target 1st generation college students.	M. Latta, TLTE & CEHS	Sociology/Devel. Psych/History
Recruiting under represented populations from our state and regions.	M. Latta, TLTE & CEHS	Ed Psychology
Review admissions criteria including uses of the GRE.	M. Latta, TLTE & CEHS	Math
Identify faculty from HBCU's who may have students interested in our program.	Dan Wheeler, Ag Leadership, Education & Communication	Other CASNR departments
Ask our graduates of color to help us more specifically to recruit other students of color.	Dan Wheeler, Ag Leadership, Education & Communication	Possibly do it on a wider basis-across other depts.
Invite Coleen Jones to the department to discuss more specific ways to build relationships.	Dan Wheeler, Ag Leadership, Education & Communication	could be done at Vice Chancellor's Council meeting
Revisit an earlier effort of the department in establishing a relationship with an HBCU - there actually was a faculty visit but not sure what happened.	Dan Wheeler, Ag Leadership, Education & Communication	
One of faculty did some work at North Carolina A&T - see if there are possibilities there.	Dan Wheeler, Ag Leadership, Education & Communication	
Select some senior level graduate students and alumni, and fund travel to their undergraduate institutions to present research seminars and information about our department.	Dick Kettler, Geosciences	The respective undergrad institutions.
Identify earth science and related programs in HBCUs, initiate contacts, and keep log of contacts to assure follow-up.	Dick Kettler, Geosciences	
Our department's GAANN award provides a test bed to explore retention strategies with a small number of students (and provides the funding to do so!)...and hopefully scale up, to all students, programs that succeed. Our recent growth has increased the demands for graduate students, but we have recently been admitting more and more students with inadequate math/physics skills. Its been costly in attrition students are admitted & placed mainly on their record alone, and only after they struggle a semester or two do we really note their weaknesses. The summer "boot camps" described, where prior to 1st semester students can take a 10-12 wk review of undergraduate material could prove useful to both students appropriately, and the review sessions would definitely prepare them for our elementary qualifying exam administered each fall. *This has affected many of our	Dan Claes, Physics & Astronomy	

domestic students, but in recent years seems to have hit hardest on our minority (including female) students.		
Find out how many students of color we have to create a baseline for tracking retention & graduation.	Nancy Mitchell, Advertising	NM
Plan retreat? Weekend? For new students/welcome, consider admission criteria, assign mentors.	Nancy Mitchell, Advertising	Dean, Seg. Heads
Senior-tracking asst. as peer mentor.	Nancy Mitchell, Advertising	Marketing, Comm. Studies
Meet with dean to set priorities & to formulate plan.	Nancy Mitchell, Advertising	Political Science, Law
Each "college" grad committee should discuss, bring up, have on the agenda (always) diversity issues. Includes updates, retention, recruitment, etc.	J. King, ALEC	
Review our view/position on the GPA - GRE relation/importance to/in our admission decisions.	J. King, ALEC	
Begin mentoring program for new Graduate Students.	LaRita Lang, Computer Science	Current Grad Students
Hold a Recruiting Weekend.	LaRita Lang, Computer Science	Visit w/ Math about holding its
Recognition events for achieving candidacy, etc.	LaRita Lang, Computer Science	
Become involved in the Summer Research Program.	LaRita Lang, Computer Science	
Our graduate program has been very successful by many measures but not in terms of ethnic diversity. We have built strong relationships with high school students, teachers, and counselors. However, again not so well with schools with substantial populations of high quality URMs.	Gary Brewer, Entomology	We have started discussions with Agronomy and Plant Pathology to share resources to extend our reach to partner with Omaha high schools. We can think about refocusing to develop partners where we can open doors for URMs.
Feelings of isolation are well known to all students participating in distance delivered graduate programs. This feeling may be felt by all students but may be compounded by student culture. Community needs to be promoted for distance-learners- I plan on implement of a web site, along the lines of myspace where the distance students can meet, chat, etc. and get to know each other are potentially develop relationships with cultural peers.	Tom Weissling, Entomology	IT
Inviting prospective graduate students (Top 10-20% of pool) to visit our dept on campus.	Byrav Ramamurthy, Computer Science & Engineering	Graduate Studies
View as long term investment beginning with undergrad or earlier.	Carol Boehler, Graduate	Amber Hunter - Office of

	Studies/McNair	Undergraduate Admissions
Communicate with faculty to encourage them to recruit students interested in Grad School.	Carol Boehler, Graduate Studies/McNair	Colleen Jones - Jones Scholars
Step out of comfort zone & talk with faculty from other institutions/other departments to establish relationships for recruiting.	Carol Boehler, Graduate Studies/McNair	
Explore and apply grants to support our recruitment and diverse students.	C.W.S. To, Mechanical Engineering	Engineering Mechanics, and other departments in the college of Engineering.
Provide guidelines to applicants on what to include in personal statements such as inviting mention of "financial challenges" to help identify diverse students who have grit and fortitude.	Bob Belli, SRAM	SRAM faculty
Encourage to graduate school in conjunction with library sciences to build a website that includes a list of HBCUs, Hispanic institutions, and tribal colleges, the undergrad degrees they offer, and their reputations regarding quality.	Bob Belli, SRAM	Graduate School
Hire SRAM graduate assistants to develop a brochure emphasizing the multicultural focus of SRAM, find respective contacts at HBCU, etc and to mail these brochures to those contacts- and provide personal contact follow ups as possible.	Bob Belli, SRAM	SRAM faculty and affiliated depts.: Sociology Political Science, Statistics, Mathematics
To request travel funds for student visits.	Carleen Sanchez, Anthropology & Geosciences	
To request a dept discussion on recruitment activities & value of diversity.	Carleen Sanchez, Anthropology & Geosciences	
Look towards networking at UNK & UNO.	Carleen Sanchez, Anthropology & Geosciences	
Investigate the best use of GRE scores.	Carleen Sanchez, Anthropology & Geosciences	
Greater attention to recruitment on native Americans, especially from Nebraska and adjacent states.	Gregory Snow, Physics & Astronomy	Dan Hoyt
Enhanced mentoring and support for 1st year grad students who are seen to be struggling, so they can turn things around and ultimately succeed.	Gregory Snow, Physics & Astronomy	Office of Grad Studies, my dept chair, female & minority faculty members with whom I interacted at this retreat.
Reach out to Tribal Community Colleges and develop trust. See if there is a way to foster communication and research experiences for Native Americans.	Don Becker, Department of Biochemistry	Have someone at UNL dedicated to reaching out to Native Americans and develop <u>trust</u> between UNL and different tribes.
Intentionally build communities that include everyone. Make sure underrepresented students feel like they belong and are not isolated.	Don Becker, Department of Biochemistry	

Chemistry has a student targeted and we will try to arrange contact/ possible visit by parent.	Jim Takacs, Chemistry	LRI groups
Chemistry will revisit issue of joint URMs - recruiting with Biochemistry.	Jim Takacs, Chemistry	Biochemistry
Chemistry will explore possibility of a member of grad admissions committee designating as a specialist for recruiting URMS applicants.	Jim Takacs, Chemistry	Physics, Biochemistry?
Work with the College of Ed. & Human Sciences to identify external funding sources to support foreign grad students for targeted countries (IREX, USAID, World Back, etc.)	John W. Richmond, School of Music	College of Education
Work with Undergrad Admissions to identify Nat'l Hispanic Scholars prospects whom we recruit & retain them undergrad & also grad school.	John W. Richmond, School of Music	Undergrad Admissions
Establish formal relationships with HBCUs in Missouri, Georgia, TN, Mississippi (places where I have contacts) to assist in recruiting African Americans. (Also Chadron; Wayne State).	Glenn Nierman, School of Music	Tom McGowen (TLTE)
Establish an agenda for on-campus visits involving graduate students to maximize the power of on-campus visits.	Glenn Nierman, School of Music	Grad College Admissions
Establish "recruiting ties" with middle school and high school music teachers in the state. (Decisions about major in college happen early.)	Glenn Nierman, School of Music	Nebraska Music Educators Assoc
Recruit from non-Research I institutions!	Glenn Nierman, School of Music	
I think the Center for Digital Research in the Humanities could partner with various department chairs to seek grant funding to promote the training of more minority students in digital humanities.	Ken Price, English & Center for Digital Research in the Humanities	Chairs of History, Modern Languages, English, Classics & Religious Studies, etc. & the co-directors of the Center for Digital Research in the Humanities.
Changing the culture.	Greg Rutledge, English, Institution for Ethnic Studies	Graduate Committee (English)
Recruiting students from non-elite schools	Greg Rutledge, English, Institution for Ethnic Studies	
Host a one week summer institute for URM teachers who wish to explore careers in educational admin. (principals, asst. principals, etc.) Participants will be nominated by their school district- the purpose of the institute is to engage successful teachers in meaningful discharge about using their talent to lead school buildings or school districts. (In the course of the institute EDAD would recruit potential principles to our program (resources needed).	Larry Dlugosh, EDAD	EDAD Department (IN CEHS)
Utilize virtual communities such as "Second Life" as forms to recruit students to both on-line and face-to-face programs (resources needed).	Larry Dlugosh, EDAD	University-wide Institute
Summer orientation and/or campus visits increased interaction through advising etc. outreach (pre-college)	Mechanical Engineering	Other engineering departments
Improve Mentoring of grad students, including senior grad student mentors	G. Orti, Biological Sciences	Bio Sci is divided into several

& improving recognition and rewards as student's progress over academic hurdles- E.g. students advancing to candidacy invited to a recognition event.		"AREAS". These need to have a common strategy to improve mentoring. Currently AREAS seem too isolated.
Engage faculty to be more active in recruitment and in creating an inclusive community. E.g. include recruitment efforts in the "service" activities evaluated for Merit every year. I liked this idea, but can it be implemented?	G. Orti, Biological Sciences	Again this could be AREA - specific but should be coordinated at SBS level (e.g. The merit eval.)
Explore opportunities to establish relationships with minority-serving institutions to attract minority students SBS has not been actively doing this lately.	G. Orti, Biological Sciences	Seek help from Grad Studies.
To continue discussion among faculty who attended retreat.	Marilynn Schnepf, Nutrition & Health Science	College Dean
Be more aware of isolation of some graduate students, work with graduate faculty to discuss issue.	Marilynn Schnepf, Nutrition & Health Science	Graduate faculty, chairs
Track retention of graduate students; time to graduate.	Marilynn Schnepf, Nutrition & Health Science	Graduate Secretary
We had several recruiting events a year, but need to do a better job of identifying minority students who attend. Similarly, we need to establish ways of staying in touch with these students and making them part of our department. In addition, we need to do a better job of selling our graduate programs to our undergraduate majors so that they can at least do an M.A. here.	Russ Ganim, Modern Languages	Admissions, Grad Studies
Collaborate with HBUC Student Faculty exchange.	Entomology	Take a multi discipline approach not a single discipline.
Am going to meet with Amber Hunter - Contacting those students she can supply	Vicky Harris, Plant Sciences Program	
Get faculty to Big 12 exchange	Vicky Harris, Plant Sciences Program	
Use current Beadle tours as a way to contact students	Vicky Harris, Plant Sciences Program	
Join Latino Research Initiative	Vicky Harris, Plant Sciences Program	
Create a campus visit opportunity for prospective graduate students to meet on a single weekend to encourage a critical mass of prospective students, current students, and faculty in Lincoln (similar to Psychology).	Ken Winkle, History	Graduate Studies? Could departments coordinate so more weekends coincide?
Establish a "dissertation support group" for ABD students to facilitate degree completion and increase retention.	Ken Winkle, History	Other related disciplines (for an interdisciplinary perspective and critical mass), e.g. English

		through 19th Century Studies.
More funding for fellowships (we appreciate the existing support!) and teaching assistantships would be a big boost for recruiting grad students.	Ken Winkle, History	Graduate Studies and College of Arts & Sciences (TAs)
A faculty committee (of 3 or so, like Iowa's Math Department) to initiate proactive recruiting of target groups.	Ken Winkle, History	Related programs (critical mass, experience)
Using the Big 12 Exchange program to stimulate recruitment from under-represented constituents.	Ken Winkle, History	SVCAA
Have the Grad College broaden the recruitment of a cohort (multidisciplinary) for students from HBCUs	Miles Bryant, Educational Administration	