

GRADUATE DIVERSITY

Charles Caramello
The Graduate School
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THE
GRADUATE SCHOOL



OVERVIEW

1. Graduate School Diversity Initiatives
2. Application, Admission, and Enrollment Data
3. Graduation and Degree Data
4. A Note on Faculty of Color
5. Discussion

For purposes of this presentation, “Students of Color” includes Black or African American, Latino/Latina , or Native American students. Unless otherwise noted, it does not include International, White, or Asian American or other students. International students are referred to as “Foreign,” the designation used for federal reporting purposes.



1. GRADUATE SCHOOL DIVERSITY INITIATIVES



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PROMISE: MARYLAND'S ALLIANCE FOR GRADUATE EDUCATION AND THE PROFESSORiate (AGEP)

- Collaboration of UM, UMBC, and UMB to increase PhD production of under-represented minority (URM) students in STEM fields and to prepare students for the professoriate.
- Program includes social gatherings, workshops, seminars, and peer mentoring.
- Funded by NSF grant awarded in 2002, renewed in 2007; cost extended in 2010; phased out in 2011.



TARGETED RECRUITMENT ACTIVITIES

- Host annual “Graduate Preview Day” (approximately 172 attendees in 2010), paying expenses for participants in McNair programs.
- Host many visits for off-campus groups of URM undergraduates, particularly from HBCUs.
- Provide workshops on graduate study at UM for on-campus Undergraduate Summer Research Programs.
- Attend recruitment fairs across the country.
- Participate in National Name Exchange, a consortium of 55 institutions that annually collect and exchange the names of talented URM undergraduates.



TARGETED SUPPORT ACTIVITIES

- Creation of McNair Graduate Fellowships in 2011 to support entering graduate students who are alumni or alumnae of McNair Post-Baccalaureate Achievement Programs. Seven fellowships awarded.
- Creation of a discretionary fund for exceptional recruitment cases or activities, including recruitment of outstanding URM students.
- Co-sponsorship of David C. Driskell Center Assistantship.
- Ongoing sponsorship of McNair Scholars Research Conference, BSOS Minority Research Program, and other campus events.



2. APPLICATION, ADMISSION, AND ENROLLMENT DATA



APPLICATIONS TO GRADUATE SCHOOL AT UM

- Total graduate applications increased steadily from 2005 through 2011.
- Black or African American applications increased from 999 in 2005 to a high of 1,574 in 2010. This dropped to ~ 1,300 applications for Fall 2011.
- Hispanic applications numbered 381 in 2005 and have increased each year to ~600 applications in 2011.
- Asian American applications increased from 696 to over 1,100 and International applications from ~6,500 to well over 10,000.



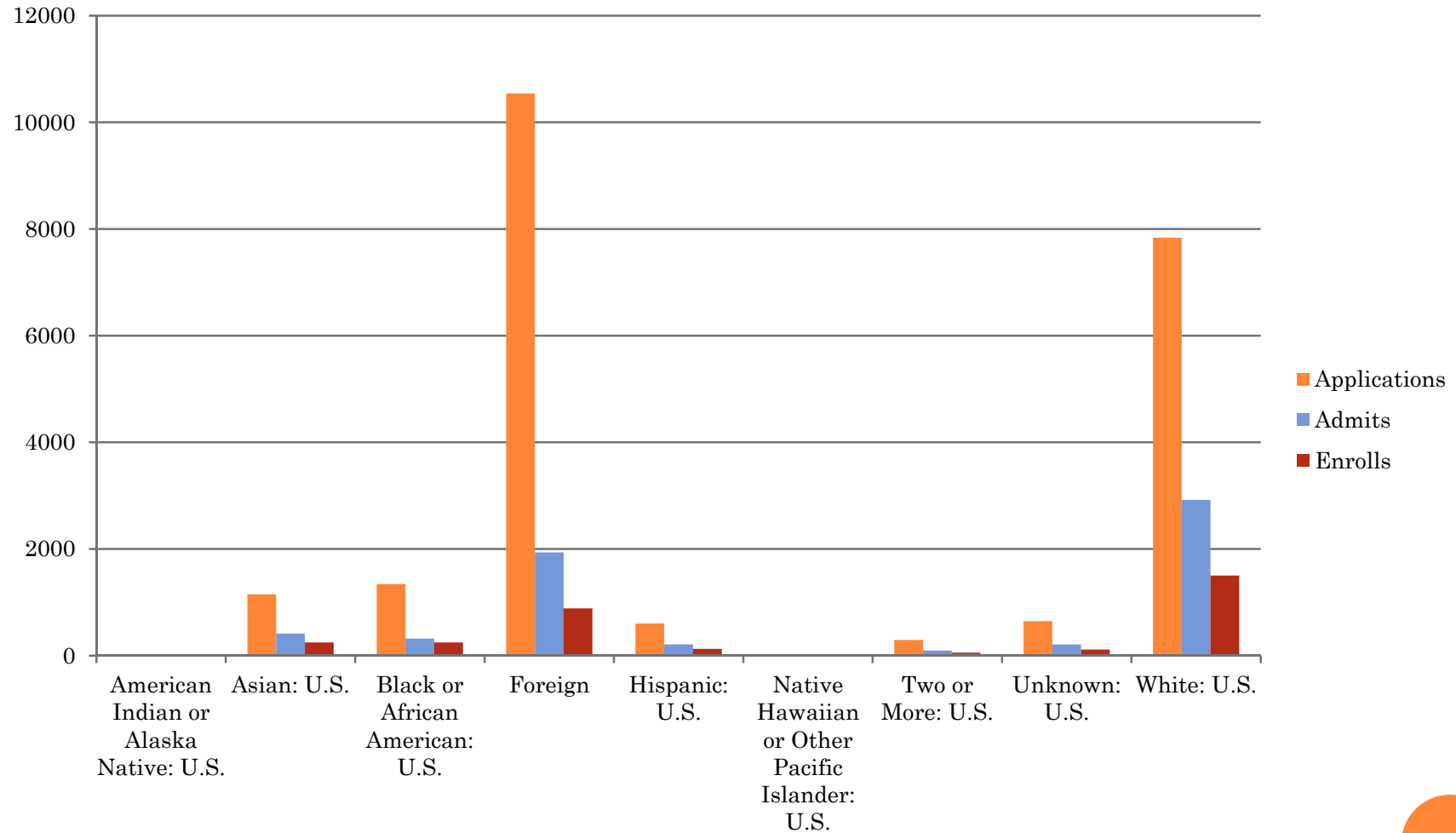
APPLICATIONS, ADMISSIONS, AND YIELD: FALL 2011

Race/Ethnicity	Applications	Admits	Admit Rate	Enrolls	Yield Rate
American Indian or Alaska Native: U.S.	23	8	34.8%	6	75.0%
Asian: U.S.	1,148	412	35.9%	248	60.2%
Black or African American: U.S.	1,342	319	23.8%	247	77.4%
Foreign	10,542	1,937	18.4%	885	45.7%
Hispanic: U.S.	602	212	35.2%	128	60.4%
Native Hawaiian or Other Pacific Islander: U.S.	13	*	*	*	*
Two or More: U.S.	292	97	33.2%	55	56.7%
Unknown: U.S.	645	210	32.6%	114	54.3%
White: U.S.	7,835	2,919	37.3%	1,501	51.4%
Grand Total	22,442	6,116	27.3%	3,184	52.1%

* Fewer than 5



A QUICK VISUAL: FALL 2011



APPLICATIONS FROM STUDENTS OF COLOR: FEEDER INSTITUTIONS 2008-2010

Institution	Students	Percentage
UNIVERSITY OF MARYLAND - COLLEGE PARK	632	11.1%
HOWARD UNIVERSITY	208	3.7%
UNIVERSITY OF MARYLAND - BALTIMORE COUNTY	103	1.8%
GEORGE WASHINGTON UNIVERSITY	93	1.7%
PENNSYLVANIA STATE UNIVERSITY	76	1.4%
BOWIE STATE UNIVERSITY	72	1.3%
HAMPTON UNIVERSITY	63	1.1%
GEORGE MASON UNIVERSITY	63	1.1%
UNIVERSITY OF VIRGINIA	62	1.1%
SPELMAN COLLEGE	58	1.0%
UNIVERSITY OF FLORIDA	55	1.0%
NORTH CAROLINA A&T STATE UNIVERSITY	53	0.9%
TOWSON UNIVERSITY	52	0.9%
UNIVERSITY OF THE DISTRICT OF COLUMBIA	51	0.9%
Other	3,985	70.9%

Source: National Student
Clearinghouse and IPEDS



APPLICATIONS FROM STUDENTS OF COLOR: FEEDER STATES 2008-2010

State	Students	Percentage
MD	1,129	20.1%
DC	485	8.6%
NY	444	7.9%
VA	413	7.4%
PA	387	6.9%
FL	314	5.6%
NC	290	5.2%
Other	2,155	38.4%



NON-YIELDED STUDENTS OF COLOR: INSTITUTIONS SELECTED 2008-2010

Institution	Students Lost
GEORGETOWN UNIVERSITY	16
UNIVERSITY OF PENNSYLVANIA	15
AMERICAN UNIVERSITY	11
GEORGE WASHINGTON UNIVERSITY	10
SYRACUSE UNIVERSITY	10
UNIVERSITY OF CALIFORNIA-BERKELEY	10
CORNELL UNIVERSITY	10
UNIVERSITY OF VIRGINIA	9
NEW YORK UNIVERSITY	9



STUDENTS OF COLOR: TOTAL ENROLLMENT IN FALL 2011

SOC Enrollment by College

College	SOC	% SOC
SPHL	50	22.1%
EDUC	206	19.8%
GRAD	155	19.5%
JOUR	14	17.0%
ARCH	37	13.4%
ARHU	106	11.1%
BMGT	199	11.0%
CLIS	51	11.0%
BSOS	88	9.7%
PUAF	38	9.6%
ENGR	170	8.4%
AGNR	26	7.1%
CMNS	89	6.0%
TOTAL/AVERAGE	1,229	11.4%

Larger Colleges by Degree

		Students of Color	% SOC
EDUC	Master's	82	16.7%
	EdD/PhD	124	22.7%
BMGT	Master's	196	11.5%
	PhD	*	*
ENGR	Master's	116	10.8%
	PhD	51	5.6%

* 5 or fewer



3. GRADUATION AND DEGREE DATA



DOCTORAL STUDENT GRADUATION RATES: FALL 2000 COHORT

- Total cohort had a 10 year graduation rate (10/GR) of 55.7% and an average time-to-degree (ATTD) of 5.72 years.
- International students had a 10/GR of 65.5% and an ATTD of 5.78 years.
- White students had a 10/GR of 47.7% and an ATTD of 5.58 years.
- Black or African American students had a 10/GR of 45.9% and an ATTD of 6.28 years.
- Hispanic students had a 10/GR of 33% and an ATTD of 5.5 years (small sample).



DOCTORAL STUDENT GRADUATION NUMBERS: FALL 2000 COHORT

	Students Entered	Students Graduated	% Graduated	Average Time To Degree (Years)
Foreign.	359	235	65.5%	5.78
Asian:U.S.	25	16	64.0%	5.71
White:U.S.	283	135	47.7%	5.58
Black or African American:U.S.	37	17	45.9%	6.28
Unknown:U.S.	31	9	29.0%	5.43
Hispanic	12	*	*	*
Grand Total	747	416	55.7%	5.72

* Fewer than 5



GRADUATE DEGREES AWARDED: FY 2010

- DOCTORAL DEGREES (excluding AuD and VMD)

White students received 273 doctoral degrees, or 45.2% of the total.

International students received 218 doctoral degrees or 36.1% of the total.

Students of color received 46 doctoral degrees, or 7.6% of the total.

(Students of color received 40 doctoral degrees, or 8.7% of the total, in FY 2000.)

- MASTERS DEGREES

White students received 1,243 master's degrees, or 55% of the total.

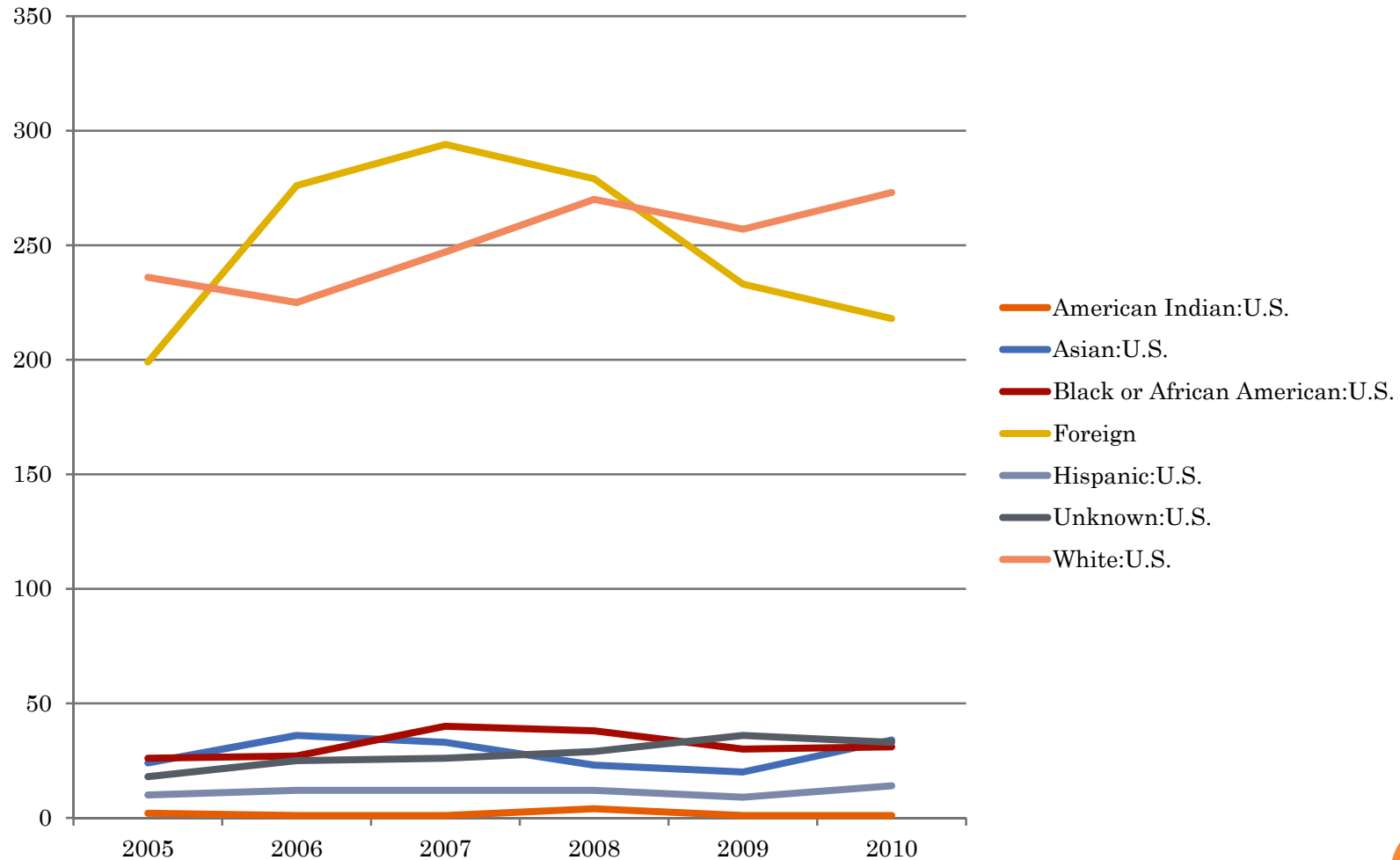
International students received 495 master's degrees or 21.9% of the total.

Students of color received 226 master's degrees, or 10% of the total.

(Students of color received 145 master's degrees, or 9.1% of the total, in FY 2000.)



DOCTORAL DEGREES AWARDED: A QUICK VISUAL



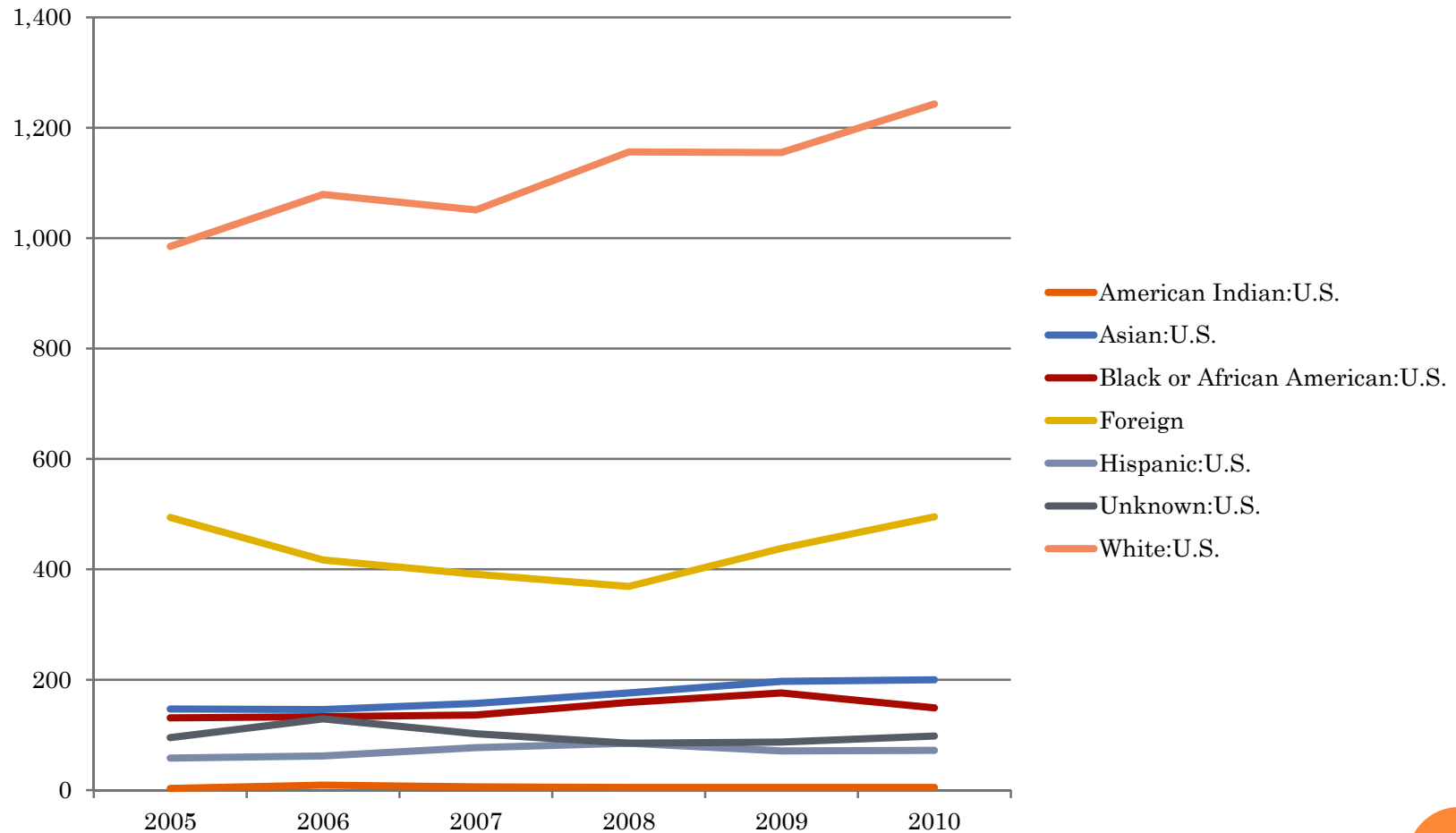
Source: IRPA Profiles – Report: Degree
Pivot with Race and Gender



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MASTER'S DEGREES AWARDED: A QUICK VISUAL



Source: IRPA Profiles – Report: Degree
Pivot with Race and Gender



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MINORITY DEGREE RANKINGS: *DIVERSE ISSUES IN HIGHER EDUCATION*

- *Diverse Issues in Higher Education* (July 23, 2009), using 2008 data, ranked UM 8th in the nation for African American doctoral graduates, 37th for Asian American, 44th for Hispanics, 9th for Native American, and 21st for total minority doctoral graduates.
- *Diverse Issues in Higher Education* (August 31, 2010), using 2009 data, ranked UM 17th in the nation for African American doctoral graduates, 47th for Asian American, 71st for Hispanics, and 38th for total minority doctoral graduates.
- *Diverse Issues in Higher Education* (August, 2011), using 2010 data, ranked UM 14th in the nation for African American doctoral graduates, 23rd for Asian American, 51st for Hispanics, and 24th for total minority doctoral graduates.
- Ranked first among our peer institutions in African American doctoral graduates in 2007 and 2008, UM fell behind U Michigan in 2009 but remained ahead of our four other peers.



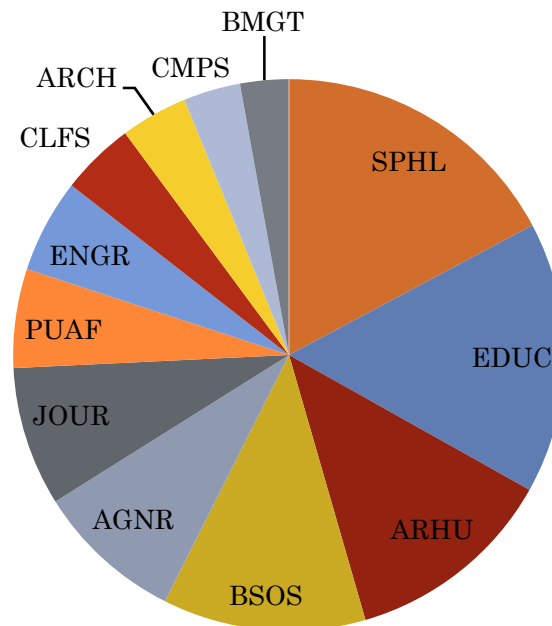
4. A NOTE ON FACULTY OF COLOR



FACULTY OF COLOR: FALL 2005-FALL 2010

- The number of Asian American TTk faculty on campus increased sharply.
- The number of White TTk faculty on campus decreased slightly.
- The number of Faculty of Color on campus remained relatively consistent: 125 TTk faculty of color in Fall 2005 and 134 TTk faculty of color in Fall 2010.
- The total number of all TTk faculty in Fall 2005 was 1,492 and the total number of TTk faculty in Fall 2010 was 1,525.

Fall 2010 Faculty of Color



Source: IRPA Profiles – Employee Pivot



5. DISCUSSION



SOME POINTS FOR DISCUSSION

- ◆ How should we define and measure "diversity" with regard to the graduate student body and with regard to graduate education?
- ◆ How should we define and measure success (or progress) with regard to diversity?
- ◆ How can the Graduate School be most effective in helping academic programs recruit a diverse group of students?
- ◆ What services or resources can the Graduate School provide to enrolled minority students that it does not currently offer?
- ◆ What are relevant "best practices" from other institutions that we might adopt?
- ◆ How can we best formulate a Graduate School Diversity Program that has two objectives: student success and academic inquiry?
- ◆ How can we best identify and recruit a leader for such a program?

