## Recruitment & Retention Resources to Enhance Diversity

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<td><a href="mailto:nne@u.washington.edu">nne@u.washington.edu</a></td>
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<td>Office of Graduate Minority Programs (OGMP)</td>
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**Recruitment, Mentoring, and Retention Text Previously Used in Successful Grants**
College of Dentistry Office of Student and Multicultural Affairs
http://dental.ufl.edu/education/dmd-program/student-multicultural-affairs/

The University of Florida and the College of Dentistry are committed to creating a student body and community of scholars that reflects the rich cultural and ethnic diversity of Florida and the United States.

Contact Patricia Xirau-Probert, Director of Student and Multicultural Affairs, for more information.

College of Education Recruitment, Retention, and Multicultural Affairs (RRMA)
https://education.ufl.edu/contact/

The Office of Recruitment, Retention, and Multicultural Affairs (RRMA) is designed to assist undergraduate and graduate students in admittance to, retention in, and graduation from the College of Education at the University of Florida. The College of Education is committed to increasing minority student enrollment and to providing focused support to underrepresented groups which includes, but is not limited to, life management skills, career exploration and development, tutorial services and leadership development.

The RRMA oversees the following programs:

- **College Reach-Out Program (CROP):** created in 1983 by the Department of Education, CROP is designed to supplement Florida universities' and community colleges' efforts to increase the possibility that low income and educationally disadvantaged students from grades 6 to 12 to go on to post-secondary education.
- **Florida Fund for Minority Teachers, Inc. (FFMT):** designed to increase the number of minority teachers in Florida's public schools. The Minority Teacher Education Scholarship program awards performance-based scholarships annually to minority students who are Florida residents and have been admitted to a teacher education program at any of the 31 participating institutions throughout Florida.
- **Institute for Recruitment of Teachers (IRT):** encourages college juniors of color majoring in the humanities, social sciences, and education to enter the teaching profession.
- **Minority Student Education Guild (MSEG):** community service-based organization advised by staff members in the Office. MSEG is open to all students and provides a variety of programs for students attending the university and children and families in the community.
- **UF Alliance:** interacts with schools involved in the UF Alliance, a statewide program which links the state's universities to selected public schools. The UF Alliance enhances college access for historically underrepresented urban youth by providing college outreach and awareness, engaging parents in the educational process, offering professional leadership development to educators, mentoring and fostering student leadership, and granting scholarship support in partnership and collaboration with schools and community agencies. The UF Alliance Mentoring Program provides an opportunity for students to connect with a group of peers and mentors who are knowledgeable within the university. A mentor will serve as a point-of-contact and immediate resource, providing a support network.
• The Office administers two scholarships available to minority students in the College of Education. The Minority Education Scholarship (MES) is available to minority graduate students in the college. The Minority Teacher Education Scholarship (MTES) is available to newly admitted minority students in the college and is provided by the Florida Fund for Minority Teachers, Inc.

Contact Michael V. Bowie, Director, for more information.

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College of Engineering Successful Transition through Enhanced Preparation for Undergraduate Program (STEPUP)
https://www.eng.ufl.edu/students/students/star-office/freshmen-engineering-summer-bridge-programs/sb-course-descriptions/

The Successful Transition through Enhanced Preparation for Undergraduate Program (STEPUP) is a highly recognized freshman engineering minority academic enhancement program. STEPUP is a multi-faceted program designed to promote academic and personal success among minority freshman engineering students. The program combines faculty and peer mentoring with team-building, industry involvement, and academic enhancement classes in engineering foundation courses.

There are two components to the STEPUP program: a six-week summer residential program, and a non-residential fall and spring semester program. In addition, participants in both the residential and non-residential programs continue to participate in study halls, tutoring, and personalized academic advising throughout their freshman year.

Contact the Stephen Roberts, Program Coordinator, for more information.

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College of Medicine Office for Diversity & Health Equity
http://odhe.med.ufl.edu/

The College of Medicine Office for Diversity & Health Equity offers the following programs:

• Summer Research Program in the Biomedical Sciences: an NIH-funded 10-week summer research program is offered to undergraduate students and students in the health professional schools, designed to be a mentored laboratory experience in an active UF research lab with an overarching weekly lecture series covering topics of interest to, and needed by, young scientists.
• Health Care Summer Institute: a 4-week summer camp for minority high school students with career interests in health professions.
• Minority Mentoring Program: creates a connection between current medical students and health professionals within the UF and Shands health care system.

Contact Donna M. Parker, Associate Dean for Diversity and Health Equity, for more information.

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Disability Resource Center
http://www.dso.ufl.edu/drc/

It is the mission of the Disability Resource Center to foster a sense of empowerment in students with disabilities by educating them about their legal rights and responsibilities so that they can make informed choices, by encouraging them to engage in critical thinking and self advocacy and by supporting them in being successful students, campus leaders, and positive contributors to the campus community. The Disability Resource Center, in conjunction with the Division of Student Affairs, is helping students to create an unparalleled experience where students embrace learning and diversity to become leaders in the service of the global community.

Contact Anthony DeSantis, Interim Director of the Disability Resource Center, for more information.

Florida-Georgia Louis Stokes Alliance for Minority Participation (FGLSAMP)
http://cur.aa.ufl.edu/fglsamp.aspx

The Florida-Georgia Louis Stokes Alliance for Minority Participation (FGLSAMP), a National Science Foundation (NSF) Project, includes over 1,000 talented undergraduates in Science, Technology, Engineering, and Mathematics (STEM) majors. It is a coalition of twelve institutions in Florida and one in Georgia.

The primary focus of FGLSAMP is to increase the number of baccalaureate degrees granted to underrepresented students in the STEM disciplines. In addition, FGLSAMP has increased the number of students enrolled in graduate education and has place more than 43% of STEM students in graduate programs. The Alliance continues to stress the value of the experiential exposure for all participants.

The overreaching goal of the FGLSAMP Project is to increase significantly the number of students who obtain undergraduate and graduate degrees in (STEM). Several other goals include:

- To recruit increased numbers of students to the discipline at the freshmen and junior levels and graduate these students from the disciplines of their choice in 5 years (some engineering disciplines), 4 years or 2 years respectively.
- To promote improved student relationships among students and between students and faculty.
- To provide students a summer experience that will review and preview important mathematics and science concepts as a part of a plan to reduce high attrition in the freshman year.

Contact Anne E. Donnelly for more information.
Florida Opportunity Scholar Fund
http://fos.ufsa.ufl.edu/

The University of Florida is committed to actively supporting initiatives that enable access to higher education for qualified students from all socio-economic backgrounds. However, over time, the average family income of UF undergraduates has continued to rise and the number of students from economically disadvantaged backgrounds has fallen.

President Machen approved a proposal to provide full grant/scholarship financial aid packages to first-generation-in-college freshmen Florida resident students from families who made less than $40,000 per year. The program, which was endorsed by the UF Board of Trustees, was named the Florida Opportunity Scholars Program (FOS) and was available to first-time-in-college students enrolling summer 2006 or later. The program provides recipients a full grant and scholarship package each year for enrollment in a baccalaureate degree program.

Contact Leslie Pendleton, Director of the Florida Opportunity Scholar Program, for more information.

National Name Exchange (NNE)
http://www.grad.washington.edu/nne/

The University of Florida is a new member of the National Name Exchange (NEE), a consortium of nationally known universities that annually collect and exchange the names of their talented but under-represented ethnic minority students who are in their junior or senior years of their respective undergraduate education. The purpose of the NEE is to ensure that participating universities continue to identify a pool of qualified students who could be recruited to the graduate programs at the institutions.

Email nne@u.washington.edu for more information.

Office of Graduate Minority Programs (OGMP)
http://graduateschool.ufl.edu/student-life-and-support/diversity-programs

The UF Office of Graduate Minority Programs spearheads the UF Graduate School's contribution to campus diversity by working for the recruitment, retention, and graduation of minority and underrepresented students in master's degree and doctoral degree programs. It has a twofold mission:

- Increasing the number of graduate students from underrepresented ethnic or racial groups: African-Americans, Hispanic-Americans, Native Alaskans (Aleuts and Eskimos), Native Americans, and Native Pacific Islanders.
- Providing prospective and enrolled graduate students in underrepresented demographic groups with material aid and mentoring to help in their successful pursuit of a graduate school education.
The UF Office of Graduate Minority Programs offers the following services:

- The Delores Auzenne Dissertation Award: assists under-represented minority students in completing their dissertation work. The program provides up to 13 annual competitively awarded stipends of $5,000 each to PhD candidates who are in advanced writing stages of their dissertations.
- The Florida A&M University (FAMU) Feeder Program: matches qualified FAMU graduates, interested in pursuing advanced degrees (particularly doctorates), with one of the three to five admission/financial aid packages reserved for them at 47 graduate degree-granting institutions each year.
- The Florida Board of Education (BOE) summer fellowship program: provides an outstanding opportunity for newly admitted minority and first generation graduate students to become acquainted with UF.
- The GEM Fellowship Program: provides funding for MS and PhD levels: MS Engineering Fellowship program ($10,000 stipend, a minimum of two paid summer internships, and waived tuition and fees at a GEM University); PhD Engineering Fellowship Program; PhD. Science Fellowship program ($14,000 stipend the first year, a minimum of one paid summer internship, and waived tuition and fees at a GEM University).
- The HBCU-UF Master’s to PhD Pathway Project: a collaborative project between participating historically black colleges and universities (HBCUs) and the University of Florida to identify top-performing students in master’s-only programs at the participating HBCUs and advancing those individuals into PhD-degree-granting programs offered at UF.
- The McKnight Doctoral Fellowship: awarded to African American and Hispanic students in Ph.D. programs; fellows receive an annual $12,000 stipend with tuition, health insurance and fee waiver for a maximum of five years.
- The McNair Graduate Assistantship Program: supports students who have successfully completed the McNair Post-Baccalaureate Achievement Program as undergraduates by providing a stipend ($12,000), in-state tuition, fees and health insurance for the first year of the PhD.
- Professional Development Workshops: enhance the University of Florida experience of students who are typically underrepresented in graduate education.
- Supplemental Retention Scholarship Program: supports UF doctoral students who are three or fewer semesters away from graduation, but are no longer eligible to receive a fellowship, assistantship, or other funding from their department or college.
- UF/SFCC Development Project: creates a partnership between the University of Florida and local Santa Fe Community College that aims to increase faculty diversity at SFCC while providing minority and underrepresented doctoral students at UF with valuable teaching experience.

Contact the Tyisha Hathorn, Director of the Office of Graduate Minority Programs, for more information.
The Minority Facts Webpage provides reports of data related to the minority student enrollment at the University of Florida. The following reports are available:

- **Enrollment**: number of students enrolled in each college by ethnicity and undergraduate/graduate status for a given academic year.
- **Degrees Awarded**: number of degrees awarded to Black and Hispanic students by college and degree level, as represented by the University of Florida, the State University System, and the Association of American Universities.
- **Graduation/Retention**: graduation/retention rates for Black and Hispanic students, as represented by the University of Florida and the State University System.
- **Faculty**: number of Black and Hispanic faculty on staff at the University of Florida.

Contact the [Office of Institutional Planning and Research](http://www.ir.ufl.edu/minority/index.htm) for more information.

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**Recruitment Toolkit**

The University's Recruitment Toolkit is available to provide guidance in successfully identifying minority recruits. This resource, in conjunction with the services of our Minority Recruitment Center, has in the past created great success in communicating with minority researchers throughout the southeastern region.

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**Research Experiences for Undergraduates (REU)**

The Research Experiences for Undergraduates (REU) program supports active research participation by undergraduate students in any of the areas of research funded by the National Science Foundation. REU projects involve students in meaningful ways in ongoing research programs or in research projects specifically designed for the REU program.

UF offers REU programs in the following areas:

- **Chemistry**: [http://www.reu.chem.ufl.edu/](http://www.reu.chem.ufl.edu/)
- **Marine Bioscience**: [http://www.whitney.ufl.edu/academic/undergrad-reu/](http://www.whitney.ufl.edu/academic/undergrad-reu/)
- **Physics**: [http://www.phys.ufl.edu/REU/](http://www.phys.ufl.edu/REU/)
- **Water Resources**: [http://abe.ufl.edu/reu/index.shtml](http://abe.ufl.edu/reu/index.shtml)
- **College of Engineering** (Contact Elliot P. Douglas: edoug@mse.ufl.edu)

Contact the individual programs for more information.
South East Alliance for Graduate Education and the Professoriate (SEAGEP)
http://www.seagep.ufl.edu/

The South East Alliance for Graduate Education and the Professoriate (SEAGEP) is a member of the National Science Foundation Alliance for Graduate Education and the Professoriate family of programs designed to increase diversity in the nation's professoriate in science, technology, engineering, and mathematics (STEM). The program provides students with exceptional Ph.D. experiences. SEAGEP unites a group of institutions that have considerable experience in higher education diversity programs and a history of collaboration. Under SEAGEP, they offer unparalleled opportunities for graduate studies in a wide variety of STEM fields.

The SEAGEP Program includes the University of Florida as lead institution and Clemson and the University of South Carolina as primary partners. Secondary partners are the Florida-Georgia Louis B. Stokes Alliance for Minority Participation, the South Carolina Louis B. Stokes Alliance for Minority Participation, and the University of the U.S. Virgin Islands. SEAGEP also partners with The Latin American and Caribbean Consortium of Engineering Institutions.

SEAGEP offers graduate students awards, travel funding, international internships, career shadowing, professional development, and an annual meeting with students across the Alliance.

Contact Anne E. Donnelly, SEAGEP Program Director, for more information.

UF Admissions Office Outreach Recruiting Programs
http://www.admissions.ufl.edu/outreachmap.html

The Office of Admissions shares valuable information with students of color who are beginning the college search process. Outreach activities are established for high school and community college students to help inform, prepare, and guide them toward admission to the University of Florida.

The Office of Admissions offers the following programs for minority high school and community college students throughout the year:

- African-American Student Recruitment Conference: held each February for middle school and high school students (grades 7-11) and their parents.
- Hispanic-Latino Student Recruitment Conference: held each March for middle school and high school students (grades 7-11) and their parents.
- African-American Outstanding High School Scholars Weekend: held each July to attract the top-rising African-American seniors to UF.
- Hispanic-Latino Outstanding High School Scholars Weekend: held in late June to attract top-rising Hispanic seniors to UF.
- UF Shadow Days: held in October, the TRIO/Upward Bound African-American student Shadow Day gives invited high school seniors the “Gator for a Day” experience when they shadow current UF students in class and around campus.

Contact the Office of Admissions for more information.
UF Multicultural and Diversity Affairs (MCDA) promotes an inclusive campus community by creating environments in which students learn about themselves and diverse others and engage in meaningful intercultural dialogue.

The Dean of Students Office strives to provide a safe environment that supports and encourages the acceptance and appreciation of various cultures and heritages that comprise the university community. The Multicultural and Diversity Affairs staff at the Dean of Students Office assists students of color, including African-American, Asian-American, Native American, Hispanic/Latino, and multi-racial; gay, lesbian, bisexual, and transgender students; and services for women students and student organizations, in their personal development by providing programs and initiatives that educate, motivate, and challenge them as members of the University of Florida. UF Multicultural and Diversity Affairs staff offer programs in cultural awareness and understanding, leadership, mentorship, social justice, and community building.

The following program areas comprise UF Multicultural and Diversity Affairs:

- **Asian Pacific Islander American Affairs (APIA)**: provides support, assists in the personal development, and advocates for the needs of Asian Pacific American students while promoting awareness of APA issues throughout the UF community.
- **Institute of Black Culture (IBC)**: serves as a resource for all the members of the university community, providing educational and social programming that focuses on black culture. The IBC also serves as a support network for many black students on campus.
- **The Institute of Hispanic-Latino Cultures (La Casita)**: as the first institute of its kind in the southeastern United States, La Casita strives to promote diversity by educating students about various Hispanic/Latino cultures.
- **LGBTQ Affairs**: provides education, advocacy, and support for lesbian, gay, bisexual, transgender, queer, questioning, and straight-allied students, staff, and faculty at the University of Florida. LGBTQ Affairs strives to create a safer, more welcoming campus by raising awareness about sexual orientation and gender identity and ensuring that all Gators can work and study free from bias and discrimination.
- **University Minority Mentor Program (UMMP)**: initiated in the fall of 1986 and designed to address the issue of retention of African-American and Hispanic students at the University of Florida. The UMMP is designed to provide a supportive and nurturing experience for the personal and intellectual development of the first-year African American and Hispanic students. To facilitate this process, each mentee is paired with both professional mentors (faculty) and a peer mentor (upper division student).

Contact **William Atkins**, Interim Executive Director of Multicultural and Diversity Affairs, for more information.
As part of the University of Florida’s effort to enhance the awareness and appreciation of diversity among students, faculty, and administrators at the University of Florida, the Office for Academic Support (OAS) coordinates the University's support services for first generation and/or underrepresented students and faculty.

The mission of this office is to:

- Enhance recruitment, retention, follow up support, and graduation of the University's first generation and/or underrepresented students.
- Enhance recruitment and retention of underrepresented faculty.
- Encourage and support higher education among first generation and/or underrepresented students and underrepresented faculty.

Supportive services offered or arranged include academic workshops and learning experiences which cover such topics as study skills, time management, career planning, library skills, stress management, and test anxiety. Other services provided are student assemblies/information sessions, academic progress oversight, tutoring, and advocacy. These activities are designed to facilitate first generation and/or underrepresented generation students' successful negotiation of any and all processes of the University of Florida and to stimulate their use of and participation in resources and activities that enhance academic progress.

A cadre of trained Peer Tutor Mentors comprises the frontline contacts for these students. These Peer-Tutor Mentors assist students in making a smooth transition to the university environment. This relationship begins during the summer and continues throughout the freshman academic year. Peer-Tutor Mentors help students to develop coping and social adjustment skills by providing a positive association with successful peers and role models. The OAS staff establishes and maintains a cooperative relationship with the parents of enrolled students and actively encourages their involvement with their student's college career.

Contact Angeleah Browdy, Director of OAS, for more information.

Women’s Mentoring Program

The Women's Student Association has two distinct mentoring programs, the First Year Leadership Program and the general Women's Mentoring Program. These programs seek to help women become more empowered and guide women to become better leaders at UF and in their professional lives.
Gator Launch Mentoring Program
https://www.crc.ufl.edu/students/mentoring-programs/

Gator Launch is a mentoring and education program for underrepresented second and third-year UF students in the fields of Science, Technology, Engineering and Math (STEM). The program is designed to provide students with an opportunity to network with a mentor in the STEM field as well as participate in career development activities. We define the term underrepresented broadly, to include gender, economic status, ethnicity, sexual orientation, gender identity and any other identities that are not represented in STEM fields.

Contact Mentoring@crc.ufl.edu for more information.

UF Cultural Competency Enhancement Program (CCEP)

The UF Cultural Competency Enhancement Program (CCEP) is a multidisciplinary team of UF healthcare providers, faculty and staff responding to the need to foster cultural competence at UF. The vision of the CCEP is: “Cultural Competence in every academic and healthcare unit!” The mission of the program is to increase the awareness, knowledge and skills required to function effectively as health professionals, scientists, and co-workers in the context of cultural and linguistic differences.

The UF Cultural Competency Enhancement Program (CCEP) will:

- Provide leadership in the management of cultural and linguistic services within the institution;
- Develop and maintain a central center for cultural competence resources relative to research, education, training, and healthcare;
- Coordinate and provide education and training opportunities for administrators, faculty, healthcare providers, staff, and students;
- Collaborate with academic and healthcare units in fostering cultural competence by: (a) conducting an assessment of the cultural competency level of the unit; (b) providing cultural and linguistic training; and (c) conducting continuous assessment (annually) for improvement; and
- Assist scientists/researchers in developing and implementing culturally responsive studies and building a culturally sensitive research staff to enhance the recruitment and retention of minority and underserved populations.

One of the unique initiatives of the CCEP is the provision of professional development trainings and workshops tailored to the needs of UF administrators, faculty, healthcare providers, and staff. Within the past year, the CCEP has offered four free workshops to UF faculty and staff, including: Steps to cultural competency in healthcare and research, Achieving cultural responsiveness, and the Culture of Disability.

Contact Shannon Pressey, CCEP Manager, for more information.
Recruitment, Mentoring, and Retention Text Previously Used in Successful Grants
(included courtesy of Douglas Levey, Anne E. Donnelly, and Benjamin Bolker)

As well as developing web and print materials for broad-spectrum recruitment, we will recruit students from _____ programs focused on ______ and from undergraduate institutions and master’s programs with high minority enrollment in our core areas. Each fall, faculty will present research seminars and meet with students at these target institutions. Reciprocal visits to UF by minority faculty from target institutions, to highlight their research and meet with our students and faculty, will aid retention by allowing interaction with role models. We will also recruit students at annual meetings, targeting minorities by coordinating with society programs for minority students. We will provide travel funds for meetings and campus visits, and will especially focus on empowering minority students already in the program to help in our recruitment efforts.

UF’s large minority undergraduate and international graduate enrollment, and the gender and cultural diversity of our participating faculty, will provide a diverse environment and an important source of peer support for students. UF has been successful at recruiting minority students and is the only major public university in Florida to have fully recovered its minority enrollment following a State legislative ban on the granting of admission preference to minority students. The total minority enrollment at UF for all degree programs combined was 19% as of Fall 2008\(^1\). UF ranks nationally among the top universities in minority graduates at all levels. UF ranks 3\(^{rd}\) in professional degrees and 6\(^{th}\) for doctoral degrees granted to African-American students as of 2006-2007 data\(^2\). UF ranks 2\(^{nd}\) in professional degrees and 8\(^{th}\) for doctoral degrees granted to Hispanic students as of 2006-2007 data\(^2\).

UF offers several other support programs for underrepresented minorities, including the Board of Education Summer Graduate Research and Orientation Opportunity (an orientation program designed to prepare under-represented minority students for graduate education); the FAMU Feeder Program (UF provides 3 to 5 fellowships annually to this program designed to increase the number of Florida A&M University African-American students enrolled in graduate programs at participating universities); and McKnight Doctoral Fellowships (for African-American students newly admitted into selected doctoral degree programs, providing a stipend and an allowance for fees and other expenses for up to 4 years).

We will work with the UF Office of Graduate Minority Programs (OGMP) and the South East Alliance for Graduate Education and the Professoriate (SEAGEP) to facilitate campus visits for prospective students (a key and underappreciated component of successful recruitment) and to facilitate retention.

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1. [http://www.ir.ufl.edu/minority/enroll.htm](http://www.ir.ufl.edu/minority/enroll.htm)
2. [http://www.ir.ufl.edu/minority/degrees.htm](http://www.ir.ufl.edu/minority/degrees.htm)