

## Recruitment & Retention Resources to Enhance Diversity

<b>Program</b> Ctrl+Click below to find the entry in this document.	<b>Link</b> Ctrl+Click below to go to the website.	<b>Contact</b> Ctrl+Click below to email the contact.	<b>Host Office</b>
<a href="#">College of Dentistry: Office of Student and Multicultural Affairs</a>	<a href="https://dental.ufl.edu/education/studentadvocacyandinclusion/">https://dental.ufl.edu/education/studentadvocacyandinclusion/</a>	<a href="#">Patricia Xirau-Probert</a>	College of Dentistry
<a href="#">College of Education: Office of Diversity and Multicultural Affairs</a>	<a href="https://education.ufl.edu/student-services/diversity-and-multicultural-affairs/">https://education.ufl.edu/student-services/diversity-and-multicultural-affairs/</a>	<a href="#">Nancy Waldron</a>	College of Education
<a href="#">College of Engineering: Successful Transition through Enhanced Preparation for Undergraduate Program (STEPUP)</a>	<a href="https://www.eng.ufl.edu/students/students/star-office/stepup/">https://www.eng.ufl.edu/students/students/star-office/stepup/</a>	<a href="#">Stephen Roberts</a>	College of Engineering
<a href="#">College of Medicine: Office for Diversity &amp; Health Equity</a>	<a href="http://odhe.med.ufl.edu/">http://odhe.med.ufl.edu/</a>	<a href="#">Donna M. Parker</a>	College of Medicine
<a href="#">Disability Resource Center</a>	<a href="https://disability.ufl.edu/">https://disability.ufl.edu/</a>	<a href="#">Jenna Gonzales</a>	Interim Director of the Disability Resource Center
<a href="#">Florida-Georgia Louis Stokes Alliance for Minority Participation (FGLSAMP)</a>		<a href="#">Anne E. Donnelly</a>	FGLSAMP
<a href="#">Machen Florida Opportunity Scholar Fund</a>	<a href="https://www.sfa.ufl.edu/types-of-aid/scholarships/">https://www.sfa.ufl.edu/types-of-aid/scholarships/</a>	<a href="#">Leslie Pendleton</a>	Senior Director, Machen Florida Opportunity Scholars Program
<a href="#">National Name Exchange (NNE)</a>	<a href="http://webapps.grad.uw.edu/nne/">http://webapps.grad.uw.edu/nne/</a>	<a href="mailto:nne@uw.edu">nne@uw.edu</a>	National Name Exchange
<a href="#">Office of Graduate Diversity Initiatives</a>	<a href="http://graduateschool.ufl.edu/about-us/offices/division-of-graduate-student-affairs-dgsa/graduate-diversity-initiatives-ogdi/">http://graduateschool.ufl.edu/about-us/offices/division-of-graduate-student-affairs-dgsa/graduate-diversity-initiatives-ogdi/</a>	<a href="#">Murielle Gammons</a>	UF Graduate School
<a href="#">Office of Institutional Planning and Research – Minority Facts Webpage</a>	<a href="http://www.ir.ufl.edu/minority/index.htm">http://www.ir.ufl.edu/minority/index.htm</a>	<a href="#">Office of Institutional Planning and Research</a>	UF Office of Institutional Planning and Research
<a href="#">UF Admissions: Diversity and Inclusion at UF</a>	<a href="https://admissions.ufl.edu/explore/diversity-and-inclusion">https://admissions.ufl.edu/explore/diversity-and-inclusion</a>	N/A	Academic Affairs

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<a href="#">Research Experiences for Undergraduates (REU)</a>	<a href="#">See entry for individual offices.</a>	<a href="#">See entry for individual offices.</a>	See entry for individual offices.
<a href="#">UF Multicultural and Diversity Affairs (MCDA)</a>	<a href="http://www.multicultural.ufl.edu/">http://www.multicultural.ufl.edu/</a>	<a href="#">Patricia Jodan</a>	UF Multicultural and Diversity Affairs
<a href="#">UF Office for Academic Support (OAS)</a>	<a href="http://oas.aa.ufl.edu/">http://oas.aa.ufl.edu/</a>	<a href="#">Angeleah Browdy</a>	UF Office for Academic Support (OAS)
<a href="#">UF Women's Student Organization</a>	<a href="https://www.facebook.com/ufwsa">https://www.facebook.com/ufwsa</a>		UF Women's Student Association
<a href="#">UF Cultural Competency Enhancement Program (CCEP)</a>		<a href="#">Shannon Pressey</a>	College of Pharmacy
<a href="#">Recruitment, Mentoring, and Retention Text Previously Used in Successful Grants</a>			

## **College of Dentistry (CD): Office of Student and Multicultural Affairs**

<https://dental.ufl.edu/education/studentadvocacyandinclusion/>

The University of Florida and the College of Dentistry (UFCD) 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. The Student Advocacy & Inclusion office was created to nurture a humanistic environment honoring the values of integrity, honesty, respect, fairness, cooperation and professionalism. UFCD also created the “IDEA Workgroup” to actively foster growth in the areas of Inclusion, Diversity, Equity and Access.

Contact [Patricia Xirau-Probert](#), Director of Student and Multicultural Affairs, for more information.

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## **College of Education: Office of Diversity and Multicultural Affairs**

<https://education.ufl.edu/student-services/diversity-and-multicultural-affairs/>

The Office of Diversity and Multicultural Affairs 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.

Contact [Nancy Waldron](#), Associate Dean, 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/star-office/stepup/>

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

<https://disability.ufl.edu/>

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 [Jenna Gonzales](#), Interim Director of the Disability Resource Center, for more information.

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## Florida-Georgia Louis Stokes Alliance for Minority Participation (FGLSAMP)

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 placed more than 43% of STEM students in graduate programs. The Alliance continues to stress the value of the experiential exposure for all participants.

The overarching goal of the UF FGLSAMP Project is to assist students who are preparing to apply to a PhD program.

Contact [Anne E. Donnelly](#) for more information.

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## **Machen Florida Opportunity Scholar Fund**

<https://www.sfa.ufl.edu/types-of-aid/scholarships/>

Machen Florida Opportunity Scholarships (MFOS) are designed to ensure that those who meet eligibility requirements will not have to work or borrow to attend UF, but rather will have their need fully met with grants and scholarships. Awards are offered to Florida resident first-time-in-college freshmen students and undergraduate renewal students from historically economically disadvantaged backgrounds whose parents have not earned a bachelor's degree. This program, an initiative of the University of Florida, was supported by the Florida legislature in early June 2006 when it created the First Generation Matching Grant Program.

To be eligible, students must meet the following criteria:

- Be a Florida resident
- Graduate from a Florida high school
- Be admitted as a first-time-in-college freshman to an undergraduate program
- UF must receive your Free Application for Federal Student Aid (FAFSA) prior to Fall term enrollment\*
- Have financial need as determined from information provided on the FAFSA
- Neither parent may have earned a bachelor's degree
- Beginning in the 2022-2023 academic year, for a student to be eligible, parents', stepparents', or legal guardians' combined total income be below \$55,000; parents', stepparents', or legal guardians' assets must be below \$35,000.\*\*
- Be enrolled for at least twelve credit hours/semester
- Not have defaulted on or owe a refund to any previous aid program

Contact [Leslie Pendleton](#), Senior Director, Machen Florida Opportunity Scholars Program, for more information.

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## **National Name Exchange (NNE)**

<http://webapps.grad.uw.edu/nne/>

The University of Florida is a member of the National Name Exchange (NNE), 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 NNE 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.

You can contact them at [nne@uw.edu](mailto:nne@uw.edu) or by calling: 206.543.9016.

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## Office of Graduate Diversity Initiatives

<http://graduateschool.ufl.edu/about-us/offices/division-of-graduate-student-affairs-dgsa/graduate-diversity-initiatives-ogdi/>

The Office of Graduate Diversity Initiatives (OGDI) is a function of the Graduate School dedicated to recruitment and retention of underrepresented graduate students. This includes increasing the number of UF graduate students from underrepresented ethnic/racial populations, low-income or first-generation college students, as well as advancing and promoting professional development for all graduate students at the University of Florida. OGDI strives to provide currently enrolled graduate students with programs and services to assist and support the pursuit of a successful graduate education. OGDI provides students with social, informational, referral, and in some cases, financial support. OGDI maintains partnerships with administrative offices, academic units, research centers, student services, and organizations across campus to help students with the graduate experience.

Contact [Murielle Gammons, Ph.D.](#) - Director, Graduate Diversity Initiatives, for more information.

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## Office of Institutional Planning and Research – Minority Facts Webpage

<http://www.ir.ufl.edu/minority/index.htm>

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](#) for more information.

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## UF Admissions: Diversity & Inclusion at UF

<https://admissions.ufl.edu/explore/diversity-and-inclusion>

The University of Florida, is dedicated to increasing college access and providing opportunities for all students. It celebrates the community of diverse backgrounds and experiences, and offer opportunities for students to expand their learning outside the classroom by participating in programs and institutes that support and promote multicultural learning experiences.

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## Research Experiences for Undergraduates (REU)

[http://www.nsf.gov/funding/pgm\\_summ.jsp?pims\\_id=5517&org=NSF](http://www.nsf.gov/funding/pgm_summ.jsp?pims_id=5517&org=NSF)

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:

- Chemical Engineering: <https://www.che.ufl.edu/academics/reu/>
- Physics: <http://www.phys.ufl.edu/REU/>
- College of Engineering (Contact Elliot P. Douglas: [edoug@mse.ufl.edu](mailto:edoug@mse.ufl.edu))

Contact the individual programs for more information.

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## UF Multicultural and Diversity Affairs (MCDA)

<http://www.multicultural.ufl.edu/>

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.

Contact [Patricia Jodan](#) Senior Director of Multicultural and Diversity Affairs, for more information.

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## **UF Office for Academic Support (OAS)**

<http://oas.aa.ufl.edu/>

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.

Contact [Angeleah Browdy](#), Director of OAS, for more information.

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## **UF Women's Student Association**

<https://www.facebook.com/ufwsa>

The Women's Student Association represents a diverse group of student leaders whose mission is to empower women by: building an extensive women's community consisting of students, alumni, and positive role models, providing leadership opportunities and personal development training, raising awareness of women's issues, and strengthening the character of its members through social responsibility.

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## **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.

Contact [Shannon Pressey](#), CCEP Manager, for more information.

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## 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<sup>1</sup>. UF ranks nationally among the top universities in minority graduates at all levels. UF ranks 3<sup>rd</sup> in professional degrees and 6<sup>th</sup> for doctoral degrees granted to African-American students as of 2006-2007 data<sup>2</sup>. UF ranks 2<sup>nd</sup> in professional degrees and 8<sup>th</sup> for doctoral degrees granted to Hispanic students as of 2006-2007 data<sup>2</sup>.

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.

<sup>1</sup> <http://www.ir.ufl.edu/minority/enroll.htm>

<sup>2</sup> <http://www.ir.ufl.edu/minority/degrees.htm>

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