EQUAL OPPORTUNITY COMPLIANCE

The Office of Graduate Minority Programs (OGMP) is a unit within the Division of Graduate Student Affairs in the Graduate School dedicated to facilitating the achievement of the University of Florida’s goal of a diverse graduate student body. OGMP is committed to equitable educational opportunities for all students. A purpose of OGMP is to facilitate increases in the number of underrepresented minority (URM) graduate students who are admitted, retained, and graduated. It accomplishes this by working in partnerships with colleges, departments, and graduate programs across the University of Florida (UF) to increase the number of graduate students who are from ethnic/culturally minority groups underrepresented in their fields of study, low-income, or first-generation college students. OGMP strives to provide currently enrolled graduate students with professional and student development programs and services to support the pursuit of a successful graduate education. OGMP is designed to help students enter and progress through UF’s graduate programs. OGMP also serves to provide students with social, informational, referral and, in some cases, financial support. Further, OGMP maintains partnerships with administrative offices, academic units, research centers, student services, and student organizations across campus to promote student success within the graduate experience.

A diverse academic community broadens creativity and improves dialogue throughout the campus. Therefore, OGMP’s goal is to increase diversity within the academic arena without engaging in what might be considered reverse discriminatory methodologies. We adhere to strict guidelines in our recruiting and retention practices. In accordance with One Florida, students are not identified solely based upon race or ethnicity. A minority student must meet one or all of the following criteria: member of an underrepresented ethnic or racial group, underrepresented in their field of study (i.e. men in Nursing, Caucasians in African Studies), first-generation college graduate, or low income.

EQUITY ACCOUNTABILITIES

OGMP Programs that support student recruitment, retention, success and graduation

Bridge to the Doctorate Program

To date UF has successfully completed three cohorts of the National Science Foundation (NSF)--funded Bridges to the Doctorate (BD) Fellows Program which provided support for the first two years of graduate studies. The program’s purpose is to recruit post-baccalaureate underrepresented minority students to pursue Ph.D. degrees in science, technology, engineering, and mathematics (STEM) disciplines. BD grants fund 12 students per cohort with $32,000 annual stipends plus $10,500 towards the cost of education. The UF Office of Research has funded an additional four fellowships at the same level. Since the first cohort in 2008, UF has had 48 BD fellows. To date, sixteen fellows have received their doctoral degree and 21 are still on the road to completion for a combined 77% graduation and retention rate.

Campus Visitation Program

The Campus Visitation Program (CVP) is designed to encourage underrepresented students to pursue advanced degrees at UF, particularly the Ph.D. Student participation is by invitation only. The UF OGMP communicates with colleges and universities across the nation, seeking nominations and applications to the program. The office also works with UF graduate coordinators in the academic units to identify prospective students. All participants must have applied for admission to a PhD program at
UF. This process is used to facilitate recruitment of highly qualified and motivated students who are clearly considering UF for their graduate studies.

CVP participants receive an overview of UF’s graduate programs, a review of financial sources and assistance during the application, and meet with faculty, staff and graduate students within their prospective department.

**Delores Auzenne Dissertation Award**

The Delores Auzenne Dissertation Award is competitively awarded funding primarily available for underrepresented Ph.D. students in the advanced writing stages of their dissertation. The award provides two semesters of support, which includes tuition assistance for dissertation credits, and an $11,000 stipend. Ten students received the Auzenne awards during the academic year, 3 in the Summer 2016, 2 for Fall 2016, and 5 for Spring 2017.

**FAMU Feeder Fellowships**

The Florida A&M University (FAMU) Feeder Program matches qualified FAMU graduates interested in pursuing a graduate degree with one of the admission/financial aid packages reserved for them at over 40 graduate degree-granting institutions across the nation. UF annually funds up to 5 newly enrolled FAMU feeder students interested in pursuing PhD or MFA degrees. The UF FAMU Feeder Fellowship provides a three-year fellowship which provides a minimum stipend of $13,000. The Graduate School provides additional support to ensure that the students receive at least a stipend total of $17,000, in-state tuition, fees, and health insurance. In 2016-17 UF had 2 active FAMU Feeder fellows.

**Doctoral Student Support**

Doctoral Student Support Awards are granted on a case-by-case basis for student emergencies or for low-stipend students experiencing financial difficulties. Emergency funding will be provided in a lump sum within a single academic year. Doctoral Student Support awarded as a result of low-stipend is provided in conjunction with an initial stipend and allocated via payroll disbursement. Seventeen students received Doctoral Student Support in 2016-2017.

<table>
<thead>
<tr>
<th>Funding Program</th>
<th># of 2016-17 Students Receiving Doctoral Student Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>McKnight</td>
<td>4</td>
</tr>
<tr>
<td>FAMU</td>
<td>0</td>
</tr>
<tr>
<td>McNair</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>13</td>
</tr>
<tr>
<td>Total</td>
<td>17</td>
</tr>
</tbody>
</table>

**Florida Board of Education (BOE) Summer Fellowship Program**

The Florida Board of Education (BOE) summer fellowship program is an opportunity for newly admitted underrepresented minority and first generation doctoral graduate students to become acquainted with UF over a six-week period. Participants receive transitional lodging, a $3,500 stipend and enrollment in four credit hours of Summer B semester graduate coursework, which is applied to their degrees. Twenty-four students participated in the Summer 2016 BOE Program.

**Graduate Diversity Enhancement Top-Ups**

Graduate Diversity Enhancement Top-ups are designed to promote the diversity of the graduate student body by providing financial supplements of up to $5,000 for a total of four years to aid academic units in recruiting highly competitive underrepresented minority Ph.D. prospects to enroll at UF. UF acknowledges that students from traditionally underrepresented groups bring new perspectives that
enrich the fields of graduate study and enhance dialog in academia. This competitive award will provide
financial support to first-time enrolled graduate students who demonstrate significant potential to
contribute to the scholarly mission of the University of Florida graduate programs.

<table>
<thead>
<tr>
<th>Funding Program</th>
<th># of 2016-2017 Students Receiving Graduate Diversity Enhancement Top-ups</th>
</tr>
</thead>
<tbody>
<tr>
<td>McKnight</td>
<td>3</td>
</tr>
<tr>
<td>FAMU</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>8</td>
</tr>
</tbody>
</table>

Graduate Minority Professional Conference and Presentation Travel Awards
Graduate Minority Professional Conference and Presentation Awards provide funds for
traditionally underrepresented doctoral students and students from departments with limited travel
funds for graduate students. Funds are used to support travel to conferences, symposia and special
research opportunities essential for students’ professional development and advancement. The
university also benefits by having graduate students participate at such events. In 2016-17, 14 students
received an average of $683.73 each.

Graduate Minority Research Travel Awards
Graduate Minority Research Travel awards are provided to support external research travel that is
required for dissertation research. These funds are available to the largest possible cross-section of graduate
students with the highest funding priority given to PhD who have passed their qualifying exams. In 2016-17
OGMP supported 2 doctoral student with $3,500 research travel awards.

Graduate School Information Day
Each Fall, OGMP sponsors the Graduate School Information Day. This is a one-day event to
provide students at UF and at nearby colleges and universities the opportunity to meet with graduate
faculty, staff and students from across the campus. Three hundred and seventy-three Gainesville
residents registered for the event and three hundred and forty-four attended.

Graduate Student Grants & Fellowships Workshop
In the Spring of 2017 the Graduate School’s Division of Graduate Student Affairs sponsored a
Graduate Student Grants & Fellowships workshop. This one day event provided the opportunity for
graduate students to become acquainted with the grants and fellowship opportunities provided by the
National Science Foundation, National Institutes of Health, Ford Foundation, and grants and fellowship
for social sciences, humanities, arts. Five workshops were held with 50 students in attendance.

McKnight Doctoral Fellowship
The McKnight Doctoral Fellowship Program is designed to address the under-representation of
African American and Hispanic faculty at colleges and universities in the state of Florida by increasing the
pool of qualified citizens with Ph.D. degrees to teach at the college and university levels. As a by-product,
it is expected that employment opportunities in industry will also be expanded. An increasing number of
UF Ph.D. students have been selected for the awards, which provide five years of funding toward the
Ph.D. Each fellow receives a yearly stipend base of $13,430 and a supplemental support from the
academic unit to ensure that each receive the departmental level of support, in-state tuition, fees, and
health insurance. In 2016-17, there were 74 actively funded McKnight fellows at UF. It is projected that
UF will have at least 17 new fellows enrolling in Fall 2017. Additionally, four McKnight fellows have
placed their funding on hold to receive other awards. There were 10 McKnight Affiliates, which are
students who receive all of the rights and privileges of a full fellow with the exception of stipend funding.

**McKnight Doctoral Dissertation Fellowship**

In 2016-2017, the Florida Education Foundation made available additional funding to support additional underrepresented minority students in their final year of dissertation writing. The recipients had not previously received McKnight funding. **In 2016-17 there were 3 McKnight Doctoral Dissertation Fellows. One fellow completed in the Fall and another in the Spring.**

**McNair Graduate Assistantship Program**

UF provides a limited number of one-to-three-year research assistantships for McNair Scholars who are entering a Ph.D. program at this institution. It provides a stipend of $12,000 with a maximum $5,000 top-up to ensure that the students receive at least a stipend total of $17,000, in-state tuition, fees, and health insurance for the first year of the Ph.D. program. The program assists students who have successfully completed the McNair Post-Baccalaureate Achievement Program as undergraduates. It is open to all McNair Scholars who enroll in Ph.D. programs at UF. McNair scholars will be appointed to perform research assistant duties under faculty supervision. **In the 2016-17 academic year, UF had 0 student participate in this funding program.**

**National Name Exchange**

Each September, UF receives the National Name Exchange list with the names of underrepresented minority undergraduate students who have indicated an interest in graduate studies. UF requests data on students earning a minimum undergraduate grade point average of 3.0 and invites them to apply for the Campus Visitation Program. **Invitations were sent to 7,996 of UF undergrads to participate in the National Name Exchange.**

**Professional Development Workshops**

This periodic series of workshops organized by the Division of Graduate Student Affairs in the Graduate School is open to all UF graduate students. Topics include issues such as managing finances while in graduate school, mentoring relationships, getting published, managing conflict, time management, thesis and dissertation preparation, preparing for the dissertation defense, effective presentation skills, getting a job, negotiation and job interview skills, and preparing a successful teaching portfolio. **In 2016-2017 there were 8 professional development sessions.**

**Supplemental Tuition Retention Program**

The OGMP Supplemental Tuition Retention Program is designed to help PhD students complete their degree program. Eligible students must be within three semesters of completing their degree and must no longer have funding available through an assistantship or fellowship. The program provides limited tuition assistance for the remaining semesters. **A total of 27 students received this award during the 2016-17 academic year. Seven students were funded in the Fall semester, 13 in Spring semester, and 7 in the summer semester.**

**UF/Santa Fe College Faculty Development Project**

The UF/Santa Fe College (SFC) Faculty Development Project is a partnership designed to increase the number of underrepresented faculty at SFC via advanced UF doctoral students. Students awarded this prestigious graduate assistantship receive an annual stipend, tuition and fee waiver, mentoring, and professional development training at UF and SFC. Participants are required to fill a teaching, advising, or recruitment and retention role at Santa Fe for the appointed year. Applicants must hold an MS/MA or equivalent degree with the required number of hours in an appropriate discipline based on SFC needs. Selection of individuals for this program is contingent on the positions available at SFC. Students must be
enrolled in a UF PhD program at UF and meet all SFC adjunct faculty hiring criteria. There were 4 participants in the 2016-17 academic year.

DIVERSITY IN SERVICES

Key figures for UF were compiled and reviewed for academic years 2015-2016 to 2016-2017 showing the number of master’s, Ph.D. and doctoral students who applied to UF, were admitted by an academic program, and subsequently matriculated. The number of applications from minority students (American Indian, Black and Hispanic) increased by 9.5% from 2,209 in the 2015-2016 academic year to 2,419 in 2016-2017. During the same period, applications for white students declined by 0.1% from 6,212 to 6,204. The number of minority students admitted increased by 5.6% from 965 in 2015-2016 to 1,019 in 2016-2017. Attracting and admitting students are important processes, but more important is enrolling them at UF. From 2015-2016 to 2016-2017, the number of newly enrolled minority matriculates increased by 1.1% from 713 to 721 students. During the same time, the number of newly enrolled white matriculates decreased by 3.8% from 2,399 to 2,309.

INITIATIVES & ACCOLADES

McKnight Doctoral Fellowship

As a result of the McKnight Fellowship selections in Spring 2016, UF is projected to enroll at least 15 new fellows in Fall 2017. These additional fellows will bring the total number of McKnight Doctoral Fellows at UF to 89 for 2016-17 academic year. This enrollment means that the number of McKnight Doctoral Fellows has almost doubled in the last five years from 44 fellows in 2011 to 89 fellows in 2016-2017. In addition, of the three McKnight Dissertation fellows in 2016-17 two graduated. This is the result of recruitment efforts by OGMP that involved extensive collaboration with academic units across the university.

Student Success

Academic performances of students receiving support via OGMP are reflected below:

Summary of GPAs for currently enrolled URM students as of Spring 2016:

<table>
<thead>
<tr>
<th>Program:</th>
<th># of students</th>
<th>Avg. GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>McKnight Scholars</td>
<td>74</td>
<td>3.71</td>
</tr>
<tr>
<td>FAMU Feeder Students</td>
<td>2</td>
<td>3.71</td>
</tr>
<tr>
<td>McNair Assistantship Holders</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Santa Fe College Teaching Scholars</td>
<td>4</td>
<td>3.5</td>
</tr>
<tr>
<td>McKnight Dissertation</td>
<td>3</td>
<td>3.49</td>
</tr>
</tbody>
</table>

*Student cumulative GPAs were used to calculate average GPA. These totals do not represent the total number of student awards as some student have deferred funding disbursement.