

C-10 Recruitment and Retention Committee 2017-2018 Annual Report

C-10 has investigated what initiatives, procedures, programs, and services are in place at UT that focused on recruiting and retaining underrepresented students, specifically at the graduate level. The committee met on the following dates:

- October 13, 2017
- November 17, 2017
- February 23, 2018
- April 27, 2018

We scheduled presentations about the following:

- The graduate school funding model- Dean Michael Smith
- Data on the numbers of graduate students admitted vs. actual acceptance for underrepresented students
- Student leaders about climate
- Undocumented Student Support-Dr. Teri Albrecht

These presentations have helped to inform the committee of the work being done across the campus which focus on recruitment and retention of underrepresented students. In addition, the student perspective opened our eyes to the ways in which faculty hazing of their graduate advisees and a lack of diversity at the staff level dramatically impact student success.

In culminating our year of work, the C-10 Committee, agreed that the following issues need to be addressed by the Faculty Council and the administration.

RECOMMENDATIONS FOR 2018-2019

- Focus on recruitment and retention of underrepresented faculty and staff, especially graduate coordinators
- Focus efforts on increasing TA, AI, and Fellowship stipends so that we can compete with our peers for admissions and retention
- Dedicate attention to the percentage of underrepresented faculty and staff in the Colleges, Schools and Units

Nicole M. Guidotti-Hrenández, Chair