



**CGS Annual Meeting December 2018**  
**Supporting First-Generation and Underrepresented Students**

**Dr. Cari Moorhead,**  
**Interim Dean**



**University of  
New Hampshire**

# 60

## COUNTRIES REPRESENTED



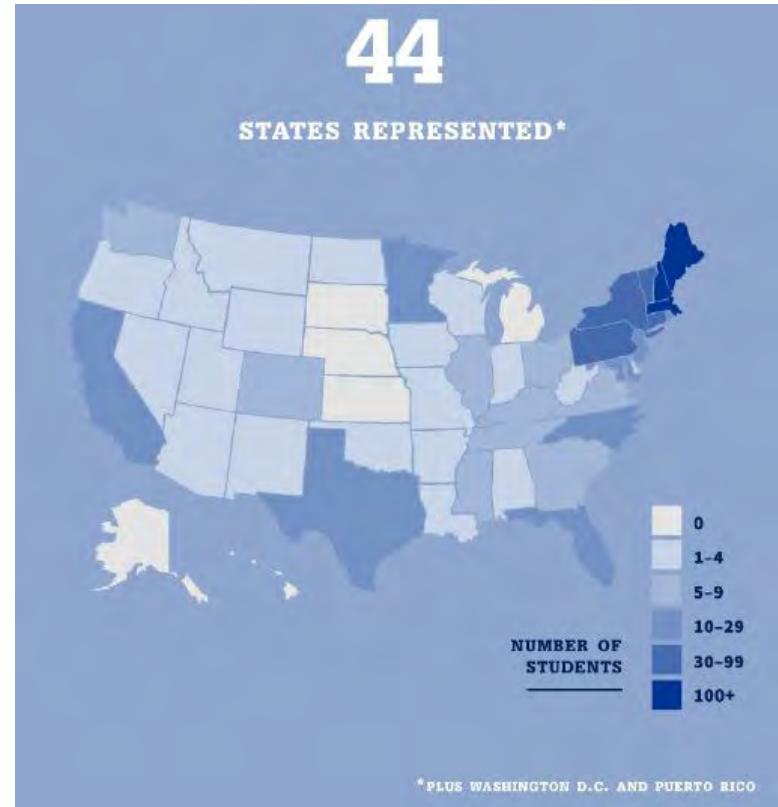
- |             |           |              |                          |
|-------------|-----------|--------------|--------------------------|
| ANGOLA      | GREECE    | MEXICO       | SRI LANKA                |
| AUSTRALIA   | HUNGARY   | MONGOLIA     | ST. VINCENT & GRENADINES |
| BAHAMAS     | ICELAND   | MOROCCO      | SUDAN                    |
| BANGLADESH  | INDIA     | NEPAL        | SYRIA                    |
| BARBADOS    | IRAN      | NIGERIA      | TAIWAN                   |
| BRAZIL      | IRAQ      | NORWAY       | THAILAND                 |
| BURUNDI     | ISRAEL    | PAKISTAN     | TURKEY                   |
| CANADA      | ITALY     | PHILIPPINES  | UKRAINE                  |
| CHINA       | JAMAICA   | ROMANIA      | UNITED KINGDOM           |
| COLOMBIA    | JORDAN    | RUSSIA       | U.S.A.                   |
| ECUADOR     | KENYA     | RWANDA       | VENEZUELA                |
| EGYPT       | KUWAIT    | SAUDI ARABIA | VIETNAM                  |
| EL SALVADOR | LAOS      | SERBIA       |                          |
| FRANCE      | LEBANON   | SOUTH AFRICA |                          |
| GERMANY     | MALAYSIA  | SOUTH KOREA  |                          |
| GHANA       | MAURITIUS | SPAIN        |                          |

MAP INCLUDES DOCTORAL, MASTER'S AND CERTIFICATE STUDENTS

# UNH Graduate School Infograph

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## STATES REPRESENTED\*



## University of New Hampshire

# Introduction

2,367

STUDENTS

3.76

AVG. GRAD GPA

- The UNH Graduate School has longstanding initiatives geared toward the retention and recruitment of underrepresented students. **These efforts have been productive, with the percentage of underrepresented graduate students more than doubling over the past decade (2.9% in 2008 versus 7.2 in 2018)**



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# Policies

- Preferred name
- Non-discrimination with gender identity and expression
- Non binary gender category on graduate application
- Gender neutral bathroom map



# Funding

- **Graduate Fellowships**
  - **Simultaneously address diverse students + critical areas of engagement by funding student fellows in key areas of broad societal concern. Diverse students have priority in fellowship selection.**
  - **These fellows support existing UNH initiatives in these area by performing research, assessment, and other functions that leverage their graduate abilities and interests; creates networking, funding, and professional development opportunities for these students.**



**Simone Chapman, a master's student and graduate assistant in the UNH Graduate School**



# Collaboration – UNH Programs

- Provide financial and other forms of support to numerous diversity-focused offices and groups across campus, including:
  - [UNH Advance](#)
  - [UNH McNair Scholars program](#)
  - [UNH Chapter of the National Society of Black Engineers](#)
  - [Northeast Passage](#)
  - Association for Women in Science
  - Stonewall Grads
  - oSTEM
  - Veteran's Office (vocational rehab bridge)



# Programming

- **Dean's Lunches**

- The Graduate School applies a focus on creating a consistent and frequent presence with diverse students, faculty, and staff. These are achieved through targeted relationship-building activities throughout the year, including in the form of the “Dean's Lunches/Dinners” series in which the Graduate School deans meet with diverse students and other members of the multicultural community on and off-campus for meals and individual meetings.
- These have resulted in forming numerous robust relationships with diverse communities across campus.



# Programming

Provide particular effort toward gaining participation of first-generation and underrepresented students in existing campus-wide efforts.



## Examples:

- First Thursdays
- Utilizing Graduate Student Space
- Professional development, e.g., Three-Minute Thesis Competition



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# Co-sponsorships

LGBT Pancake breakfast

New England Black History Conference

Rev. Dr. Martin Luther King Events



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# Training for Students

- Green Zone
  - QPR
  - Safe Zones
  - Social Justice
- Trainings



# Collaboration – External Institutions

- **Provide financial and other forms of support to numerous diversity and underrepresented-focused organizations beyond campus, including:**
  - **Institute for Recruitment of Teachers (IRT)**
  - **Northeast Alliance of Graduate Education and the Professoriate (NEAGEP)**



# NEAGEP

- The Graduate School is in the process of assuming leadership of the Northeast Alliance for Graduate Education and the Professoriate (NEAGEP), a consortium composed of fifteen universities and colleges, including five minority-serving institutions.
- The goal of NEAGEP is to increase the recruitment and retention of underrepresented U.S. graduate students, via the inter-alliance collaborations as described below. These initiatives will underpin much of the Graduate School's overall diversity efforts



# NEAGEP-Based Retention Activities

- **Professional Development and Other Support:**
- **Leverage and build upon existing activities at member institutions to offer professional development workshops and seminars for students, faculty and staff, e.g., “How to survive your first year as a Ph.D. student”, “How to develop your proposal” and “How to mentor underrepresented students”.**
- **Data and Assessment**
- **Utilize aggregated NEAGEP institution data to conduct studies on an array of issues impacting admissions, enrollments, retention and outcomes. This will Address fundamental gaps in the research arena and literature concerning diversity in the STEM PhD populations, e.g., use of GRE**



[University of Massachusetts  
Boston University  
Massachusetts Institute of  
Technology  
Pennsylvania State University  
Rutgers, the State University of  
New Jersey](#)

[University of Connecticut  
University of Maine  
University of New Hampshire  
University of Rhode Island  
University of Vermont](#)

## PARTNER INSTITUTIONS

Alliance Institutions work actively with five minority-serving Partner Institutions to increase the number of underrepresented minority students who receive doctoral degrees in STEM disciplines. Partner Institutions are:

[Bennett College, NC  
Jackson State University, MS  
Lincoln University, PA](#)

[Medgar Evers College, CUNY, NY  
University of Puerto Rico, Mayaguez, PR](#)



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# Social Media Resources

#500Scientist

#AAUW

#bisci

#BlackandSTEM

#BlackEngineer

#BlackinSTEM

#BlackSTEMLikeME

#BlackWomenInSTEM

#DisabledSTEM



#DiversityInSTEM

#femmesinSTEM

#firstgen

#girlslikeus

#HistSTM

#ImmigrantsinSTEM

#LatinasinSTEM

#LatinxinSTEM

#LGBTinEng

#LGBTQinSTEM

#LGBTSTEM

#LGBTSTEMDay

#MarginSci

#McnairScholar

#MinoritiesInSTEM

#NABA

#NativeinSTEM

#NativeScience

#NSBE

#oSTEM

#QueerinSTEM

#QueerAndStem

#Societyofwomenengineers

#STEM

#STEMDiversity

#STEMOutreach

#STEMPride

#ThinkBigDiversity

#TransAndSTEM

#TransInSTEM

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#WOCinSTEM

#Womeninbusiness

#Womeninengineering

#WomenInMedicine

#Womeninscience

#WomenInSTEM

#STEMwomen

#WomenInTech

#WomenWhoCode



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