



FLORIDA STATE UNIVERSITY

**PRESIDENT'S TASK FORCE ON ANTI-RACISM, EQUITY & INCLUSION  
SUBCOMMITTEE ON RECRUITMENT, RETENTION, AND DIVERSITY TRAINING**

**MINUTES**

**Wednesday, September 23, 2020 | 3:00 p.m.  
Zoom Webinar**

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Members Participating: Billy Close, Katrinell Davis, Michelle Douglas, Robinson Herrera, Hannah Kelsey, Samantha Kunin, April Jackson, Bruce Lamont, Stefany Moncada, Alan Rosenzweig, Jarrett Terry

**I. Call to Order and Welcome**

**Michelle Douglas, Subcommittee Chair**

Chair Michelle Douglas called the meeting to order at 3:02 p.m. Jimmy Cole conducted the roll call and confirmed a quorum.

**II. Approval of Minutes**

*August 26, 2020*

Subcommittee Member Alan Rosenzweig moved to approve the August 26, 2020 Subcommittee Meeting minutes. Subcommittee Member Robinson Herrera seconded the motion and the minutes were approved unanimously.

**III. Public Comment**

No participants requested to make public comment.

**IV. FSU Graduate Student Recruitment & Retention**

*The Graduate School*

**Mark Riley, Dean  
Brian Barton, Associate Dean**

Dean Mark Riley presented the doctoral and master's programs at FSU, including the number of graduate students and the growth in total enrollment over the past 10-15 years. He described the Diversity & Inclusion in Research & Teaching Organization (DIRECTO), the Program for Instructional Excellence (PIE), and the Center for Intensive English Studies (CIES).



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Assistant Dean Adrienne Stephenson presented information on the McKnight Doctoral Fellowship program. She highlighted that FSU has been awarded 273 fellowships since the inception of the program with 171 graduates to date and 45 fellows currently matriculating. The 2020 cohort includes 11 doctoral fellows and 4 dissertation fellows. She also presented the recruitment activities of the Graduate School including campus outreach through guest lectures and presentations, and other programs. She also described the McKnight Doctoral Fellowship SLATE mailing campaign to prospective candidates.

Associate Dean Brian Barton also shared the recruitment strategies of the Graduate School, including the waiver of the GRE requirement through the Fall 2021 application cycle. This removes a potential barrier for underrepresented and economically disadvantaged students. He highlighted partnerships with HBCUs and other universities to market graduate programs to minority students. He also described the FAMU Feeder Fellowship, McNair Scholars Fellowship, and the Wilson Auzenne Assistantship for Minorities. He presented data to highlight the increase of minority enrollment in FSU graduate programs from Fall 2018 to Fall 2020, specifically increases of 65% of African American students, 53% of Hispanic students, 10% of Asian students, 10% of American Indian/Alaska Native students, and 17% of students identifying as two or more races.

Dean Riley presented diversity efforts through the Office of Postdoctoral Affairs including making policy changes to promote diversity and inclusion, inviting speakers to foster culture changes and role models, and promoting retention through strengthening mentorship programs.

Dr. Robinson Herrera inquired about the demographics of incoming and graduating students and asked for a report by academic department. Assistant Dean Barton explained that the Institutional Research data dashboards will provide this information.

Dr. Herrera also asked about postdoctoral recruitment. Dean Riley explained the differences in recruitment varies by field.

Michelle Douglas asked about the increase in applications to the Graduate School. Assistant Dean Barton explained that the increase since 2013 is largely due to working with the academic departments to implement best practices in recruitment, additional staff members, and a comprehensive marketing campaign and recruitment strategy. He also shared the GRE waiver is popular.

Dr. Jay Terry asked about how faculty and students participate in the graduate student recruitment process. Associate Dean Barton explained partnership programs on campus. Assistant Dean Stephenson explained the FAMU Feeder program as an important resource, including involving current graduate students, McKnight Fellows, and graduate student ambassadors.



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Dr. Maxine Montgomery asked if the Graduate School offers funding to departments to recruit underrepresented students. Dean Riley explained that academic deans currently fund their own recruitment efforts, with support from limited programs from the Provost. He also shared that additional resources are needed. Assistant Dean Stephenson described proposals from other universities on incentives to programs to recruit underrepresented students.

**V. FSU Strategic Plan** **Galiya Tabulda, Director**  
*Office of Institutional Performance & Assessment*

Dr. Galiya Tabulda presented the FSU Strategic Plan and background on the metrics being used. She provided walkthrough of [strategicplan.fsu.edu](http://strategicplan.fsu.edu) and the available reports. She described how the university manages the implementation and tracking of the strategic plan through ongoing reporting, working committees, program design, constant assessment, and regular feedback to senior leadership. She addressed that new values will be updated to the online dashboards in the coming months. If goals are not being met, then workgroups will address the issues.

Michelle Douglas asked if the COVID-19 pandemic impacts the workgroup implementation of the strategic plan. Dr. Tabulda explained that the workgroups will determine which areas are impacted by the pandemic. The dashboards will then note which areas were impacted by the pandemic.

**VI. Subcommittee Chair's Remarks** **Michelle Douglas, Subcommittee Chair**

Michelle Douglas described the work of the subcommittee since the August 26, 2020 meeting. She highlighted the review of tools for training on diversity and inclusion. She explained that the subcommittee will soon recommend a tool to the Task Force for consideration. She also shared that additional presentations will be made to the subcommittee.

**VII. Subcommittee Member Open Forum**

Katrinell Davis requested information on graduate student retention strategies.

**VIII. Next Steps** **Michelle Douglas, Subcommittee Chair**

Michelle Douglas shared upcoming meeting information.

**IX. Adjourn**

Michelle Douglas adjourned the meeting at 4:06 p.m.