

Office of Recruitment and Diversity Initiatives (ORDI)



Annual Report

2014-2015

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I. Mission

The Office of Recruitment and Diversity Initiatives (ORDI) seeks to promote a diverse and inclusive graduate community by acting as a resource - assisting every graduate program on campus to recruit, retain, and graduate a diverse student body.

II. Staffing Changes

The ORDI remains staffed with a full time A/P faculty director, part-time administrative assistant, and 20-hour graduate assistant position. A half-time assistantship opened up and ORDI hired a one-semester, half-time GA to assist with spring term projects. The group meets every Monday morning to discuss the week's events and deliverables. Assistance from the Director of Special Projects helped to maintain the Hobsons Connect system and the hiring of a communications manager helped with recruitment materials, social media presence, and over branding of the Graduate School. The addition of a full-time Coordinator position will greatly enhance the capacity of the ORDI.

III. Major Programs

InclusiveVT

In July 2014, the ORDI director was appointed to serve as an Inclusion Coordinator as part of the InclusiveVT framework. This assignment is designated as a 5-hour-per-week commitment paid for by the Provost office.

Open Houses and Visitations

Because of stretched resources, ORDI did not offer Open Houses this year.

The ORDI did host the following groups:

- Western Alabama State University
- McNair Scholars from Concord University and Bluefield State
- VT Knowledge Works International Student Group
- Emerging Leaders Program (Hotel Roanoke)

Tours

ORDI offers a 10am and 2pm tour every day. On average, the ORDI host 2 students a week for the one-hour van tour of campus and Blacksburg. These tours include coordination with departments for faculty appointments to offer the student a full itinerary. The ORDI Graduate Assistant manages these visits.

Coordinated School Visits Program (CSVP)

The CSVP shares recruiting efforts with departments mostly to target Minority Serving Institutions, but also recruit other targeted markets.

The following trips were made through Fall 2014.

	Recruiting Schedule and Events 2014-2015 contact: Dannette@vt.edu, 540-231-6529		
	Recruiting Event	Location	Date
Oak Ridge Associated Universities	Oak Ridge, TN	8/7/14	Kathy O'Hara (VBI)
West Virginia Univ.	Morgantown, WV	9/10/14	Ryan Phillips (GS)
IUPUI (IN+Purdue) Graduate Expo	Indianapolis, IN	9/11/14	Dannette Beane
Virginia Tech	Blacksburg, VA	9/22/14	Dannette Beane
Purdue Big 10 Expo	W. Lafayette, IN	9/22/14	Mark Stremmer (Engr Sci)
Rose Hulman Institute of Tech.	Terre Haute, IN	9/22/14	Mark Stremmer (Engr Sci)
Radford Univ.	Radford, VA	9/22/14	Misti Acosta (GS)
James Madison Univ.	Harrisonburg, VA	9/23/14	Ryan Phillips (GS)
University of Virginia	Charlottesville, VA	9/24/14	Ryan Phillips (GS)
College of William & Mary	Williamsburg, VA	9/25/14	Bronwen Watts (NCR)
VA Commonwealth Univ.	Richmond, VA	9/25/14	Jody Thompson-Marshall (MAOP)
Norfolk State Univ.	Norfolk, VA	9/25/14	Dannette Beane
Old Dominion Univ.	Virginia Beach, VA	9/26/14	Dannette Beane
NNE Grad. Diversity-Vanderbilt	Nashville, TN	9/30/14	Dannette Beane
Christopher Newport Univ.	Newport News, VA	10/1/14	
Bluefield College	Bluefield, WV	10/1/14	Dannette Beane
AUCC-Atlanta U. Consortium	Atlanta, GA	10/2/14	Jody Thompson-Marshall (MAOP)
No. Carolina State Univ.	Raleigh, NC	10/7/14	Dannette Beane
Howard Univ.	Washington, DC	10/7-8/14	Lise Visser (NCR)
Virginia Union Univ.	Richmond, VA	10/9/14	
Winthrop Univ.	Rock Hill, SC	10/9/14	Dannette Beane
Minnesota System Fair-virtual	virtual	10/17/14	Marija Telbis-Forster (GS)
Duke Univ.	Durham, NC	10/20/14	Dannette Beane
Univ. of No. Carolina-Chapel Hill	Chapel Hill	10/21/14	Dannette Beane
Central PA Consort/Franklin&Marshall	Lancaster, PA	10/28/14	Jackie Sahn (NCR handling)
Gettysburg College	Gettysburg, PA	10/29/14	Lise Visser (NCR handling)
Hampton Univ.	Hampton, VA	10/30/14	Joyce Massie
Dickinson College	Carlisle, PA	10/30/14	Lise Visser (NCR handling)
SREB - Compact	Atlanta, GA	10/30-11/2	Jody Thompson-Marshall (MAOP)
Emory & Henry College	Emory, VA	11/5/14	Shantal Hover, Susan Marmagas (Health)
HBCU Marketplace Fair	Washington, DC	11/7/14	Lise Visser (NCR)
HBCU Winston-Salem State Univ.	Winston-Salem, NC	11/6/14	Ramine Alexander (Translational Health)
California Forum for Diversity	San Diego, CA	11/8/14	Marija Telbis-Forster (GS)
Annual Biomedical Research-ABCRMS	San Antonio, TX	11/12-15/14	Dannette Beane and Kathy O'Hara
George Mason Univ.	Fairfax, VA	April	Lise Visser (NCR handling)

New River Valley Grad Fair

ORDI hosted the first annual community outreach event to identify prospective students and share with them opportunities in the New River Valley area for graduate education. Radford University, Hollins University, and ten other universities and programs participated. This event had low attendance with less than 30 students. It was recommended that this be an online event for the future. Recruiters did appreciate the effort and thought this was a good idea but the timing and attendance could have been better.

Virtual Graduate Fairs

The ORDI participated in the CareerEco Virtual Fair for Veterans and the CareerEco Virtual Fair for Persons with Disabilities. There was little traffic but the larger benefit was receiving the contact information of registered participants (1000+) to enter into Hobsons to recruit.

Summer REU Pizza Social

The ORDI hosts a Graduate School welcome to all undergraduate researchers who are here in the summer. There are 10 REUs on campus with over 100 students. This event was held in the auditorium of the GLC. These students are encouraged to apply to Virginia Tech for graduate school and we waive their application fee.

HOBSONS Connect System and Events Module

There are almost 200 users in the Connect system. There are 50+ communication plans and triggered emails set up. The new Assessment manager will help to clean the data in the system and create better infrastructure to manage the system traffic, reports, and outputs.

The Graduate School tour sign-up application was problematic for years. The ORDI made a request to purchase the Events and Interviews module from Hobsons to use for this purpose. The E&I module now serves as the primary tour registration system for the graduate school.

Gradrec Email

ORDI manages the gradrecr@vt.edu account. This account receives direct emails and forwarded emails (from igss and gradappl) from prospective students. The account averages 100 emails a week.

IV. Department Support

Information Sessions

ORDI is asked to provide an information session about *Graduate School 101* for departments or visiting groups. Last year the ORDI hosted 8 of these sessions

mostly for Virginia Tech undergraduates (such as Corp of Cadets) and CLAHS Career class.

Spring Visitation Grants

The ORDI put out the call to departments to submit budgets for small grants allowing the release of funds to support highly-competitive admitted students to visit campus.

Departments who were granted support include:

- Computer Science
- Counselor Education
- Psychology
- Mechanical Engineering

V. Collaborations

ORDI works with various offices around campus to provide services to prospective students, current students, and alumni. Collaborations include but are not limited to the following offices:

- Cranwell International Center (CIC)
- Office of Diversity and Inclusion
- Multicultural Academic and Opportunities Program
- VT-PREP and IMSD
- Career Services
- Women's Center
- VT Advance
- Multicultural Programs and Services, now Intercultural Engagement Center
- Queer Grads and Allies
- Black Graduate Student Organization
- George Washington Carver Program
- Language and Culture Institute
- Human Resources Office of Equity and Access
- Student Success Center
- Graduate Fellows and Resident Life
- Office of Services for Students with Disabilities
- Graduate Student Assembly
- University Relations

New Graduate Student Services Survey

The Graduate School was approached by the chair of the LGBT Caucus to include LGBT as a box selection on the application. It was determined that the application was not the best location to gather this data so the ORDI created a supplemental survey to gather this data. The [survey](#) was emailed to all newly admitted students and about 800 students responded. The ORDI worked with various office (mentioned above) to share this information and send resources.

VI. Assistantships and Student Funding

GEM and New Horizon Graduate Scholars

The College of Engineering (COE) continues to work with the ORDI to maximize efforts in recruiting underrepresented students into their programs through multiyear funding, orientation events, monthly luncheons, and academic support. The New Horizons Graduate Scholars are now recruiting for the ORDI and COE funded by the CSVP.

Dean Diversity Assistantships

The DDAs are an excellent recruitment tool. This year there were 25 nominations (up from 21) and 8 offers made. The students who were not chosen were either funded through the George W. Carver program, the VT IMSD/PREP program, the COE NHGS program, or department. By including the directors of these programs in the selection process, it was easy to collaborate to ensure that all students were offered some funding.

Powell Fellowship

This year, the ORDI was able to extend 2 Powell fellowships (up from 1). There were 21 (up from 6) nominations and 2 chosen.

McNair Assistantship

There were 3 (down from 4) nominations and 1 award for this assistantship.

Southern Regional Education Board

The Graduate School is a strong supporter of the Southern Regional Education Board and its Scholars. Virginia Tech has a strong track record of financially supporting and graduating these Scholars. This year, Dean Karen P. DePauw and the director of ORDI co-presented at the Annual SREB Compact (Institute on Teaching and Mentoring) about recruitment and retention of underrepresented graduate students.

One student (in SPIA) is currently supported through SREB funding and a second student was selected to get funding for 2015-2019 to complete her PhD in Human Development.

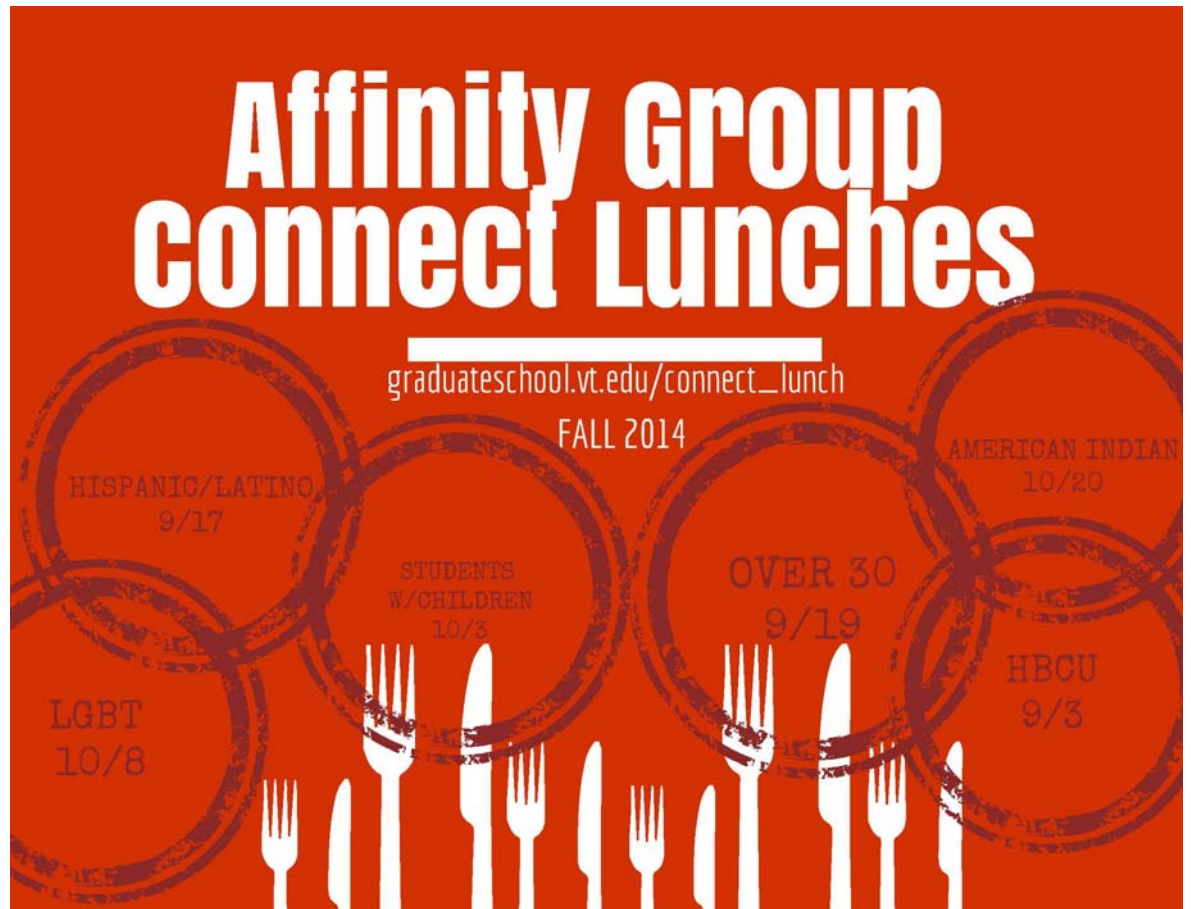
VII. Diversity Initiatives

Diversity Scholars

This third year of the Diversity Scholars program continues to be a success. ORDI received 32 nominations (up from 27) and chose 22 (up from 13) Scholars to participate. More information [here](#).

Connect Luncheons

The ORDI hosted monthly connect lunches.



The newest connect lunch offering (based on the responses from the 2013 survey) were the Over 30 group and the students with children gathering. Attendance was good for all events with over 300 students participating.

M/E/S/S Hall Mondays

The ORDI hosted M/E/S/S/ Hall Mondays in the GLC. Mental, Emotional, Social Stability Hall is a casual space designed to bring graduate students together to talk through current issues of being a graduate student. These were poorly attended and discontinued after the fall.

Bouchet Scholars

The Graduate School was invited to join the Bouchet Society – an honors society founded by Howard University and Yale University to recognize exemplary scholarship and service. The ORDI managed the inaugural year for this group as membership, application, and recognition of the Society was formed as a chapter at Virginia Tech. Seven members were inducted.

The ORDI created a listerv for this group to communicate and discuss future initiatives, professional development and service to the university.

VIII. Miscellaneous

Little Hokies Clothes Swap

For the third year, the ORDI joined the Graduate Student Assembly and the Women's Center to host the second annual *Little Hokies Donate and Clothes Swap*. This venture brought together faculty, staff, student, and community to trade children's clothing and supplies. The event was a success with over 100 donations and over 100 participants. Graduate student were especially thankful for the event as it was free, accessible, and beneficial for students with families. This year we included a component that brought staff members to this event to receive items that were not taken by students.

Search Committees

The ORDI director served as the chair for the search committees of the Assistant Director and LGBT Advocate and the Coordinator for Hispanic/Latino Affairs for the Office of Multicultural Programs and Services.

Hispanic/Latino Faculty/Staff Caucus

The ORDI director served the VT Hispanic/Latino Faculty/Staff Caucus.

Diversity Chairs

The ORDI director served on the ODI Diversity Chairs Committee representing the Graduate School.

Hobsons University

The director of ORDI co-presented at the national Hobsons University conference about *Getting Buy In: Maximizing your CRM when the players are always changing*.

IX. Future

The ORDI will collaborate with the Intercultural Engagement Center to create synergies amongst undergraduate and graduate student groups and facilitate more events that are inclusive to both populations.

The ORDI will work with the Communications Manager, Data and Assessment Manager, and the Director for Admissions and Academic Progress to create a plan to maximize the use of the Hobsons Connect system. The ORDI will also host monthly Hobsons Utilization Trainings (HUTs) to engage users.