

Recruiting Students from Diverse Backgrounds:

SOLES takes a proactive approach to attract and recruit students from diverse backgrounds. In regards to recruitment, we actively promote our program offerings via the web, graduate fairs, and local events, to students from underrepresented communities. In addition, SOLES's Outreach and recruitment is actively involved in the California Diversity Forum for Diversity in Graduate Education. This collaborative endeavor offers bi-annual graduate fairs in Northern and Southern California. The event solely targets students from traditionally underrepresented backgrounds.

Name: California Forum for Diversity in Graduate Education
Unit: Outreach and Recruitment
Start Date: 2002
Target Audience: Prospective students
Frequency: Bi-annually
Assessment: None. We are currently developing an assessment tool.
Outcomes: Increased number of underrepresented student applications and enrollment.
Website Link: <http://www.ucop.edu/acadadv/forum-for-diversity/recruiters/index.html>

Future Recruitment Initiatives:

SOLES's outreach and recruitment is in the process of developing a series of initiatives to increase the recruitment, enrollment, and retention of low-income and first-generation students. USD is a highly resourced educational environment. The social and academic transition to USD can often be challenging for many low-income and first-generation students. To meet our long-term diversity goals, it is imperative that SOLES offers a welcoming environment for this student population. In addition, it is vital that we provide the social and academic support for these students that ensures they leave SOLES with a positive experience. From a recruitment perspective, it is important that we serve this student population in a manner that allow us to actively recruit more low-income and first-generation students. We anticipate the completion of this initial proposal by January 1st 2011.

Retaining Students from Diverse Backgrounds:

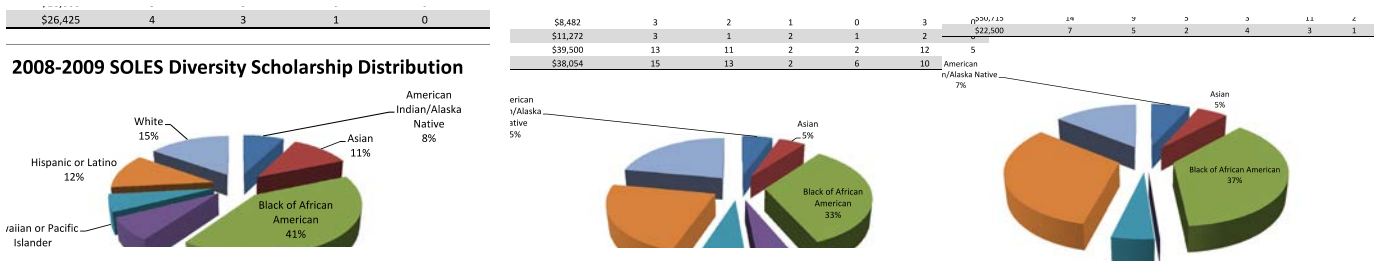
The SOLES academic community fosters a supportive climate for students from all backgrounds to ensure a positive and enriching graduate experience through SOLES sponsored events, course offerings, workshops/trainings, diverse faculty, and support for diverse student groups. SOLES provides financial and institutional support for students from diverse backgrounds through the diversity scholarship fund.

Financial Support:

The following table notes diversity scholarship recipients' demographic information between 2008-2011.

Standard 4: Exhibit 7: Policies for Recruiting and Retaining students from Diverse Backgrounds

2008 -2011 SOLES Diversity Scholarship Recipients' Demographic Information										
Race	Years	Award Total	Award Count	Female	Male	Doctoral	Graduate	COUN	L&T	LEAD
American Indian/Alaska Native	2008 – 2009	\$13,200	1	1	0	0	1	0	1	0
	2009 – 2010	\$9,500	2	1	1	0	2	1	1	0
	2010 - 2011	\$10,500	3	1	2	0	3	1	2	0
Asian	2008 – 2009	\$19,427	4	4	0	0	4	2	0	2
	2009 – 2010	\$8,363	2	2	0	0	2	0	2	0
	2010 - 2011	\$8,302	3	3	0	0	3	0	3	0
Black or African American	2008 – 2009	\$71,733	6	2	4	0	6	1	5	0
	2009 – 2010	\$57,422	13	6	7	2	11	2	6	4
	2010 - 2011	\$58,400	11	5	6	3	8	2	4	4
Decline to State	2008 – 2009	\$12,986	4	3	1	0	4	1	2	1
	2009 – 2010	\$8,482	3	2	1	0	3	0	1	2
	2010 - 2011	\$0	0	0	0	0	0	0	0	0
Hawaiian or Pacific Islander	2008 – 2009	\$10,000	1	0	1	1	0	0	0	1
	2009 – 2010	\$11,272	3	1	2	1	2	0	0	3
	2010 - 2011	\$8,000	2	1	1	1	1	0	0	2
Hispanic or Latino	2008 – 2009	\$20,000	3	3	0	0	3	1	1	0
	2009 – 2010	\$39,500	13	11	2	2	12	5	3	3
	2010 - 2011	\$50,715	14	9	5	3	11	2	3	6
White	2008 – 2009	\$26,425	4	3	1	0	4	1	2	0
	2009 – 2010	\$38,054	15	13	2	6	10	2	7	6
	2010 - 2011	\$22,500	7	5	2	4	3	1	2	4



In addition to the diversity scholarship fund, the following programs in SOLES provide financial support to students from diverse backgrounds:

- Department of Learning and Teaching offer three African American men pursuing a Single Subject teaching credential are offered a full scholarship for 30 units and a stipend during the semester they are student teaching.
- Department of Leadership Studies provides students from diverse backgrounds Merit Scholarships awarded by faculty vote based on SES and Diversity of students.

Institutional support:

SOLES has developed the following two student groups designed to recruit, support and retain Black/African American and Chicano/Latino/a graduate students at the University of San Diego:

- Black Graduate Student Association (BGSA)
- SOLES Association of Latino/a Student, Staff and Alumni (SALSA)

Both groups are organizations that offer support and social network for Black (BGSA) and Chicano/Latino/a (SALSA) students, staff and alumni, which contributes to the principles of SOLES by upholding the values of family, culture, and academic excellence through the promotion of scholarship, community engagement and mentorship.