



**Missouri  
State**<sup>®</sup>

DEPARTMENT *of*  
COMMUNICATION

# Graduate Program

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## Diversity and Inclusion Efforts

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**Missouri State**  
UNIVERSITY



# Overview

## GRADUATE PROGRAM

1. Mission and Value Statements
2. Recent Diversity & Inclusion Efforts
3. Future Diversity & Inclusion Efforts



# Mission and Value Statements

## GRADUATE PROGRAM

### Our Mission

We offer a diversified and pluralistic approach to the study and practice of communication. Our mission is to provide a meaningful graduate experience that will develop students into successful communication scholars and professionals who are committed to ethical leadership, cultural competence, and community engagement.

### Our Commitment

We unequivocally affirm our commitment to diversity, inclusion, and antiracism. We stand proudly against injustice and prejudice both inside and outside the academy. We seek to ensure that our curriculum reflects the diverse perspectives of a globalized world and that our graduates are equipped to continue this commitment in their professional lives.



# Recent Diversity & Inclusion Efforts

## GRADUATE PROGRAM

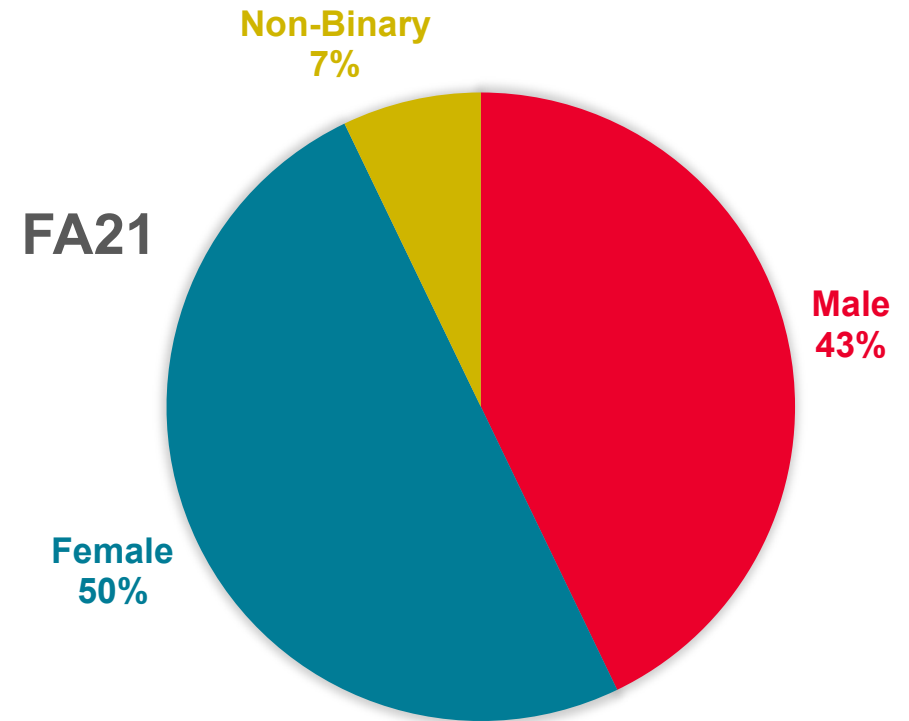
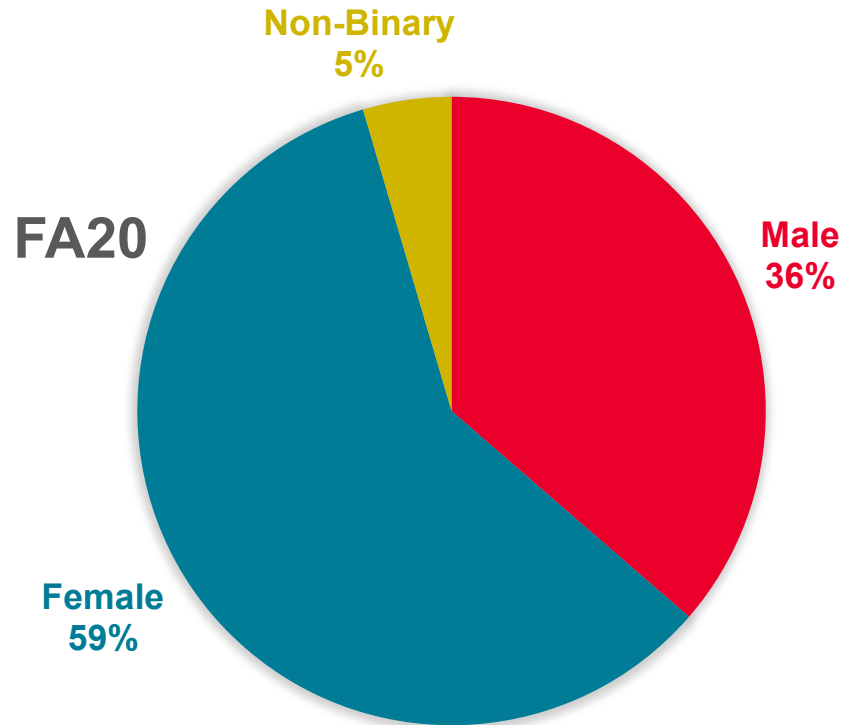
1. Inclusive Admissions Practices Committee (Graduate College)
  - COM Representatives: Stephen Spates, Jake Simmons, Carrisa Hoelscher
2. Graduate Assistantship Application Review Committee
  - Members: Gordana Lazić, Chris Collins, LeAnn Brazeal, Isabelle Bauman
3. Diversifying Applicant Pool (*next slides*)

# Diversifying Applicant Pool

|                         | FA20       | FA21       |
|-------------------------|------------|------------|
| Received Applications   | 23         | 31         |
| Admitted Students       | 22 (95.6%) | 28 (90.3%) |
| Average Admitted UG GPA | 3.59       | 3.58       |

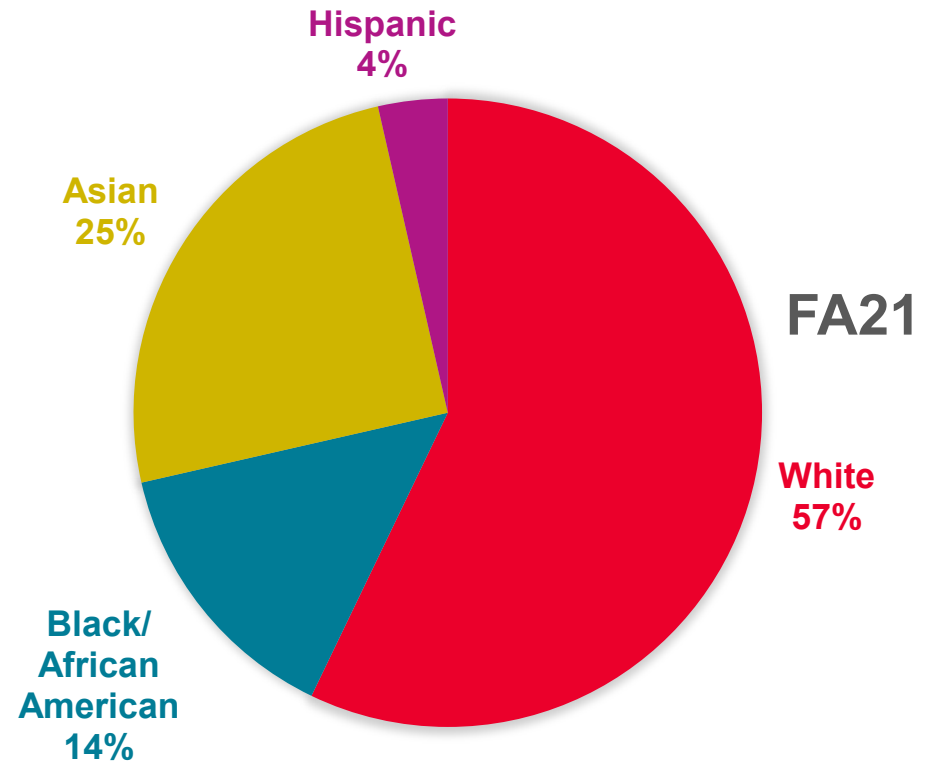
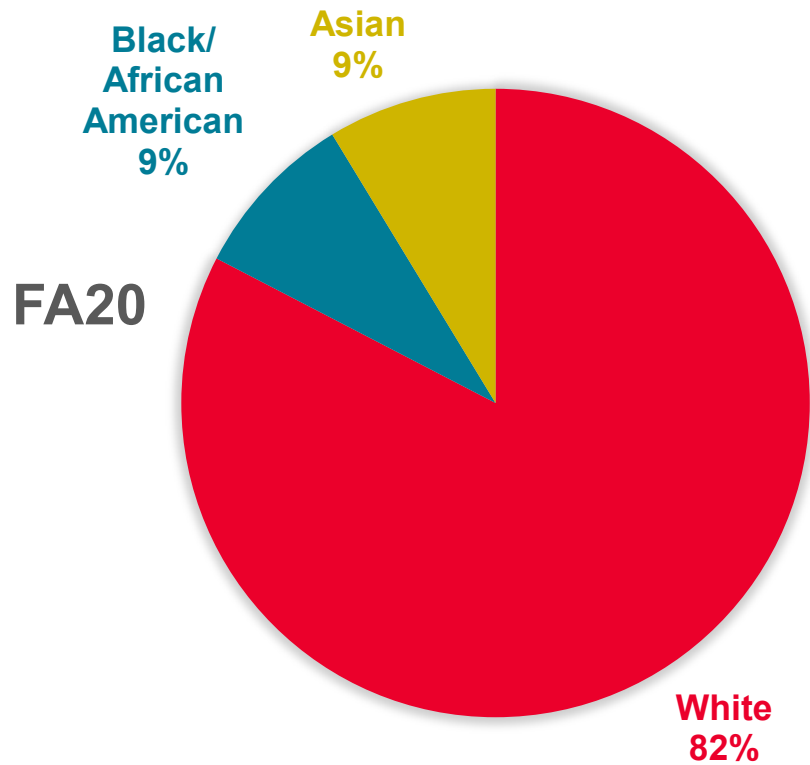
# Diversifying Applicant Pool

## GENDER



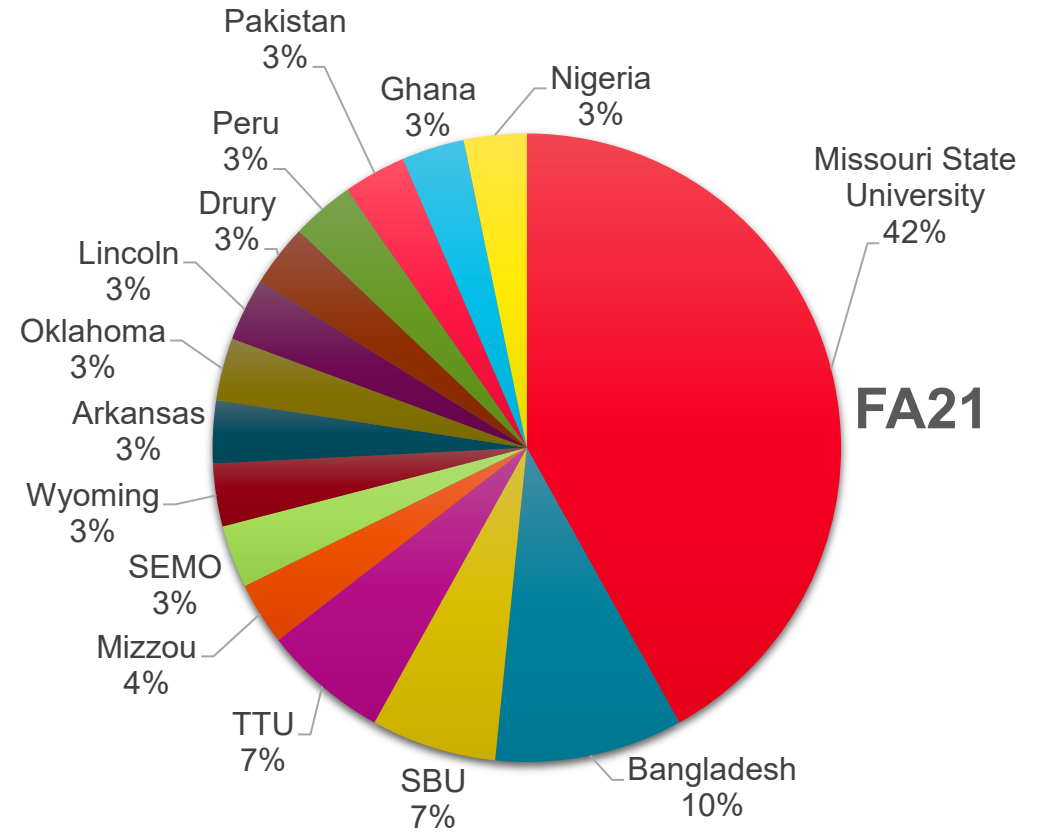
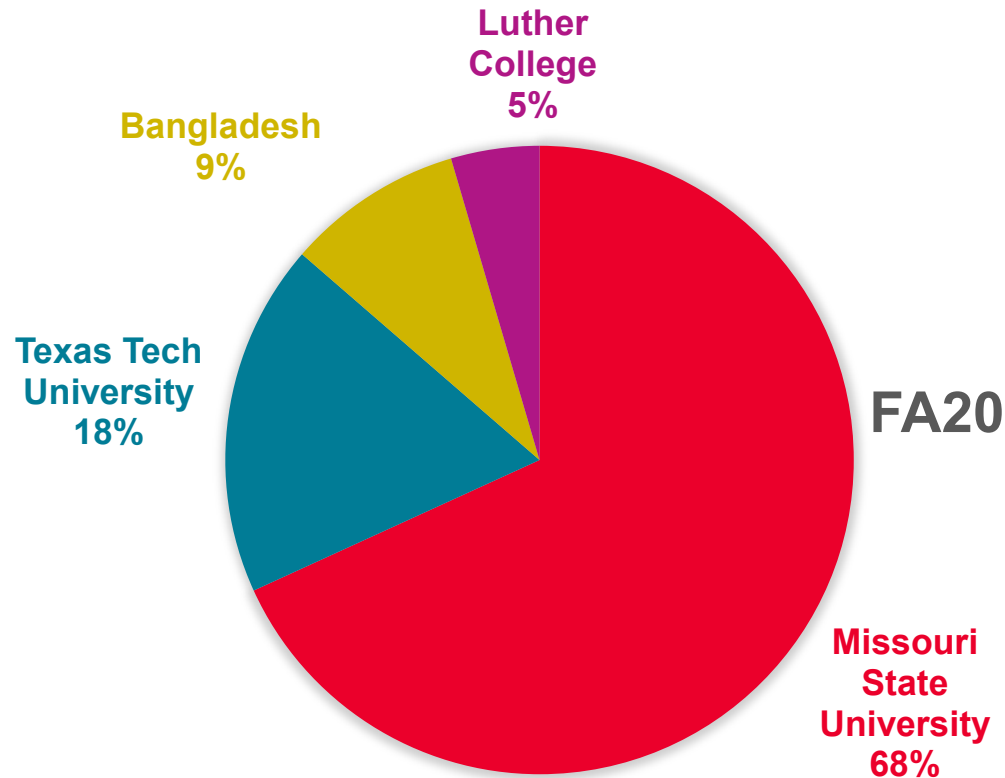
# Diversifying Applicant Pool

## RACE/ETHNICITY



# Diversifying Applicant Pool

## UNDERGRADUATE INSTITUTION / COUNTRY







# Future Diversity & Inclusion Efforts

## GRADUATE PROGRAM

### *Recruitment*

1. Redesigning website & promotional materials to:
  - Demonstrate commitment to diversity, inclusion, & antiracism
  - Capture wide-range of benefits to pursuing graduate education in communication
  - Clarify important information & encourage applications
2. Developing targeted recruitment strategies for specific programs



# Future Diversity & Inclusion Efforts

## GRADUATE PROGRAM

### *Program & Curriculum Development*

1. Reviewing Admission Requirements
  - Criteria & attributes collected
  - Evaluation processes
2. Reviewing Curriculum & Course Offerings
3. Reviewing Student Processes
  - Advising/mentorship
  - Determining & completing appropriate culminating research requirement



# Future Diversity & Inclusion Efforts

## GRADUATE PROGRAM

### *Assessment*

1. Engaging in a comprehensive review of SLOs to determine consistency with program values

### *Retention & Community Building*

1. Expanding programming & events focused on grad student support
2. Increasing participation & inclusion efforts by faculty members



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