

## **Final report of the Recruitment, Admissions and Financial Aid Committee**

Submitted April 25, 2003

Elizabeth Boling, Chair; Luise Mccarty (Ex-Officio), Ghangis Carter (Ex-Officio)

Members: Curtis Jay Bonk, Brian Bridges, Paulette Dilworth, Lee Ehman; Larry Mikulecky, Sandra Strain, Anne Stright, Andrea Walton

### Areas addressed this year

The first two RAFA committee meetings this year were taken up with 1) preparation for meeting with the NCATE reviewers, and 2) meeting with the NCAT reviewers.

The RAFA committee focused on five areas during the 2002-2003 academic year: academic profiles of students mandated to take CELT courses on matriculation, distribution of Beechler funds; distribution of Proffitt fellowships, distribution of all fellowships, and consideration of funding for incoming graduate students with particular attention to funding for students from under-represented groups.

- 1) A subcommittee of the RAFA committee conducted an exploratory review using the data for 27 randomly chosen international students in order to ascertain whether students were often assigned CELT courses in spite of high TOEFL scores or other indicators of high performance. In this informal review, the subcommittee found that most of the students required to take CELT courses had TOEFL scores at, or near, the School cut-off point (213 computer-based; 550 paper-based). 6 of the 27 students who had been mandated to take CELT courses were having trouble meeting academic milestones, or were on academic probation. Several students who had had old TOEFL scores accepted because of a previous degree from a US institution were either struggling to meet milestones and/or had been required to take CELT courses. The subcommittee questioned whether or not CELT courses are offering the level of remediation required for these students, and whether or not the practice of accepting out-of-date TOEFL scores from applicants who have previously attended a US institution is advisable.
- 2) The RAFA committee reviewed the distribution of Beechler funds to departments and agreed to distribute these funds across departments in proportion to the number of graduate students in each. The committee charged Luise McCarty with approaching the department chairs with the suggestion that they pay particular attention to discovering whether or not there were students of color in need of these funds when they made their departmental decisions to award the funds, and she subsequently did so at the next Dean's Cabinet Meeting. In addition, the committee voted to award \$500 in Beechler's funds to each of the two Edwards Fellowship nominees who had not received the Edwards award.
- 3) The RAFA committee reviewed distribution of the new Proffitt research fellowships in their first year (2002) and noted that only one of these fellowships had been awarded to a minority applicant even though the original mandate for the Proffitt fellowships had been to award at least 25% of them to incoming minority students.

- 4) The RAFA committee reviewed distribution of all fellowship awards from 2002 with particular attention to the numbers of minority students receiving awards. The committee noted that the timing of admissions works in such a way that minority students are recommended for awards targeted for minority applicants, and if they are not given the awards (which are competitive across campus) then it is too late to move them into another category because other awards have already been offered to non-minority applicants. This timing issue effectively removes minority applicants from the pool of Chancellor's Award nominees. In addition, the committee discussed long-standing gaps in recruitment that result in fewer minority applicants than we should have if we are to increase the number of minority graduate students in the School. It is clear that minority students will not attend IU unless there is funding to support them here.
- 5) The RAFA committee tasked a subcommittee with investigating to what extent students from under-represented groups are being supported with funding for their graduate studies. The subcommittee prepared a survey and that survey was discussed by the committee, but the final decision was not made at our last meeting whether the information would be sought via survey or via existing records of fellowship and financial aid information.

### Recommendations

RAFA recommends that the Council of Chairs be asked to consider how the dissemination of information about possible graduate assistantships might be facilitated across units. The RAFA Committee would like the School of Education to consider devoting web resources to developing a web site for students to post their curriculum vitae. This would facilitate communication between GA-ship providers and students seeking an assistantship. The committee made this recommendation last year, and repeats it this year. We are not aware that the recommendation was taken up, and we still consider it to be important for recruitment.

RAFA has asked the Office of Graduate studies to prepare a report on how departments award the Beechler funds and continue providing reports that show the distribution of all fellowships for graduate students among US majority, US minority, and international students.

RAFA recommends that the School of Education and the department chairs consider designation of a number of fellowships that may be used, with appropriate screening by departments of the qualifications of proposed candidates, to make offers of admission to minority candidates during direct recruiting events.

### Areas to be addressed next year

The RAFA committee will pursue its study to determine how and to what extent minority students are being funded in their graduate studies.

The RAFA committee will pursue its inquiry into the experiences of international students required to take CELT courses, and the efficacy of their language training after matriculation at Indiana University.

The RAFA committee will continue to consider specific ways in which newly recruited students can be linked to information on open GA and AI positions within the School of Education and the university to improve our rate of success in recruiting for graduate programs.