

# **Senate Committee on Student Admissions, Aid, and Affairs**

## Plenary Report on Systemic Racism, Inequity and Justice

Presented by Sybil Streeter, Marylou Gramm, Co-Chairs of the SAAA

April 2021

# Contributors and Initiatives

- Racial Equity in Undergraduate Recruitment
  - Marc Harding, Vice Provost for Enrollment, Chief Enrollment Officer
  - Kellie Kane, Associate Vice Provost for Enrollment, Executive Director of Admissions
- Retention of Undergraduate and Graduate Students of Color
  - Joseph McCarthy, Vice Provost for Undergraduate Studies
  - Amanda Godley, Vice Provost for Graduate Studies
- Student Organizing and Advocacy for Racial Equity and Justice
  - Morgan Ottley, President of the Black Action Society
  - Destiny Mann, Vice-President of the Black Action Society
  - Faryaal Alam, SAAA Representative from the Graduate School of Public Health
  - Eric Macadandang, SAAA Rep and Student Government Board President

# SAAA: Admissions

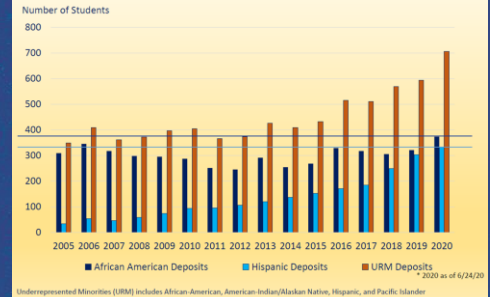
## Undergrad & Grad Populations:

- Undergraduates 2020: (2.7% drop international)
  - 5.3%/7.8% African American or Black
  - 5.7% Hispanic or Latinx
  - 4.6% Two or More Races
  - 16.5 % Minority increase
  - 13.4% African American increase
- Graduate students 2020 (20% international)
  - 55% white
  - 7% Asian
  - 5% Black
  - 5% Latinx
  - 3% two-or-more races
- Graduate students under-represented minorities
  - Increase from 8% to 14%,
  - Behind peer institutions by about 5%
- Test optional

## Pittsburgh Campus Fall 2020 Undergraduate Enrollment (Data Not Final)

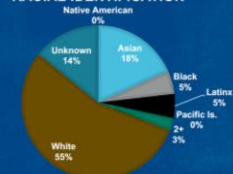
BLACK IPEDES	BLACK EXCL. MULTIRACIAL	BLACK EXCL. HISPANIC	BLACK ANY SELECTION
Total	Total	Total	Total
19,094	19,094	19,094	19,094
1,011	1,140	1,356	1,485
5.3%	6.0%	7.1%	7.8%

## Pittsburgh Campus First-Year URM Enrollment



## Graduate and Professional Enrollment By Race Fall 2019

### RACIAL IDENTIFICATION



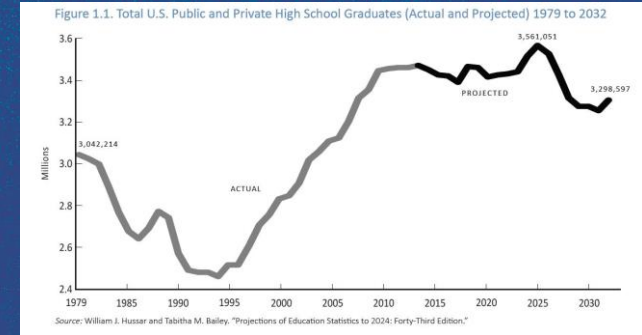
# SAAA: Admissions

## Undergrad Recruitment Needs:

- Strategies for forecasted 2026 drop in PA/national high school seniors. PA, expected 9% drop of Black students. Nationally, expected 8% drop in Black students.

## Grad Recruitment Needs:

- Panels for undergrads interested in grad school about Pitt grad programs and Black faculty
- GRE optional to diversify student applicant pool
- Develop lists of URM students interested in grad school, e.g., McNair scholars list, to recruit or share info with prospective students
- Waiver of application fee to increase diversity and expand the applicants
- Continue to expand accelerated degree options (i.e., 4+1 programs) to increase accessibility of Master's degrees



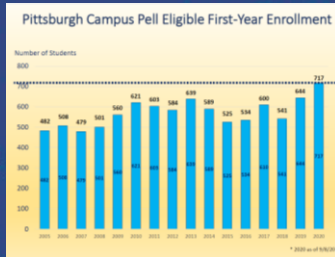
## The Future Demographics: PA

Pennsylvania	Hispanic	Black, Non-Hispanic	White	American Indian/ Alaska Native	Asian/Pacific Islander
2016-2017	9,951	17,050	92,195	159	4,885
2031-2032	15,700	16,534	82,313	112	7,426
% Change	58%	-3%	-11%	-30%	52%

# SAAA: Aid

## Undergraduate & Grads: Efforts Underway

- New Pitt Success Pell Match Program: 14.4% increase from Fall 2019 from 630 new first-year Pell recipients to 721



- Undergrad PittFund\$Me
- Financial Literacy Initiatives
- Grad scholarships, fellowships and funding totaling \$4.2 million per year through the Provost's Office including Provost's
- Development fund supporting 1 year of dissertations and Irvis Fellows (multi-year)

## Undergrad & Graduate Students: Needs

- Scholarships to financially recruit, support, retain and graduate Black students.
- Permanent elimination of GPA requirement for most scholarships.
- Support and/or scholarships to support student activism.

# SAAA: Undergraduate Affairs

- Undergraduate Retention: 93.5% return after first year with numbers same for students of color.
- How did we improve Retention and Persistence?
  - Pitt Pathways & Degree Planner Tool
  - Pitt Commons
  - Provost Academy
  - Student Diversity Dashboard
- Credit-bearing course about Black history, diaspora, and influence of Black culture in our society. 3 credits.
- Peoples' Voice Committee Forum since August. Black faculty, staff, alumnae, and students at Pitt meet to address issues and hold the university accountable for demands.
- Office of Senior Vice Chancellor Engagement, (formerly) Kathy Humphrey, has been reaching out to Black students. Held a meet and greet for Black students, Black faculty, and introduced each other, played games, partook in fellowship.
- Counseling Center students of color support groups including about racial trauma.
- Black students and Pitt police policy meeting

## WHAT WE NEED TO DO . . .

- Scholarships for retention of Black students
- ODI more accessible so students know where and how to report bias
- Black Pitt website
- Reduce systemic barriers in graduation policies
- Adviser certification and training
- Psycho-social academic and belonging arena
- LRDC [Learning Research and Development Center] study on mentoring programs impact
- Smooth pathways for community college students' transition to Pitt and graduation
- Schools and units curriculum audits/changes regarding inclusivity
- Update OMET to ask about inclusivity
- Pipeline between local/regional high schools serving under-represented students and Pitt

# SAAA: Graduate Affairs

- Persistence
  - Withdrawal rate 2008-2019: Under-represented minorities 12%, Non-URM 10%
  - Left with Master's: URM 4%, non-URM 7%.
  - Percentage of URM earn PhDs 37% (note, 47% still enrolled) vs. non-URM students earned PhDs 34%.
  - A&S departments are conducting climate surveys about mentoring
- Grad SERU 2019 (Student Experience in Research University Data)
  - Value: Grad education was a good value: under-represented students slightly more positive than white students, but both lag behind our peers.
  - Quality: under-represented students feel less positive about quality and whether they would choose the same program. We lag behind peers in these areas.
  - Choose same university program again: disparity between white who say yes and under-represented students.
  - Belonging: under-represented are 1% lower than white students, but we are higher than our peers.

## Grad Initiatives Underway

- Black Doctoral Network
- Students of Color dinners
- New Ombudspersons Program re: discrimination
- School of Medicine MedFam students & faculty of color
- A&S Hot Metal Bridge Program helps under-represented students move into grad programs

## WHAT WE NEED TO DO . . .

- Curriculum audits/changes regarding inclusivity
- Cross-school mentoring for students of color
- Help students apply for Ford Foundation Fellowships for grad students of color
- Creation of Black Action Society grad student representation at undergrad meetings
- More events for the LGBTQIA grad population
- Support reinvigorated PANAF – Graduate Pan Pitt Black Student group

**Thank you to our members!**

**Faryaal Alam  
Joanne Baird  
Chris Bonneau  
Kenyon Bonner  
Harvey Borovetz  
Tricia Connell  
Gosia Fort  
David Gau  
Nancy Glynn  
Amanda Godley  
Marylou Gramm  
Marc Harding  
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Dianne Mares  
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Susan Wesmiller**