CFANS Graduate and Professional Diversity Scholars  
(Graduate Scholars)

OVERVIEW

CFANS is taking proactive steps to increase diversity within its graduate programs. The CFANS graduate programs have agreed to annually fund the CFANS Diversity Graduate and Professional Scholars (DGPS) program. This program will fund eleven, one-year scholarships for incoming underrepresented students of color that enroll in one of the twelve CFANS graduate programs. Support for Professional Development activities are included in the award. The goals of the fellowship program are to increase the number of underrepresented students of color applying to CFANS graduate programs, increase enrollment and retention rates of those graduate students, build a more diverse faculty, and obtain additional funding to expand the program.

OBJECTIVES

1. Increase the number of underrepresented students of color in CFANS graduate programs and Post-Doctoral positions
2. Fund additional CFANS graduate students
3. Increase recruitment of underrepresented students of color from CFANS undergraduate programs
4. Increase diversity of CFANS faculty (long-term goal)

BASIC GUIDELINES

- The guidelines and selection process for recipients of CSC-GSF will be governed by CFANS Graduate and Research and Policy Review Committee (GRPRC).
- CSC-GSF is a one-year (12 month) award that includes healthcare (12 months) and tuition (fall and spring semesters).
- With CFANS approval, CSC-GSF recipients can use the fellowship any time during their graduate program.
- CSC-GSF recipients will receive up to $3,000 for professional development experiences of their choice.
- The CFANS Scholars of Color fellowship program makes available to each CSC-GSF awardee the opportunity to participate in the Community of Scholars Summer Institute program through the Graduate School.
- As part of their professional development, CSC-GSF recipients are encouraged to mentor CFANS undergraduate students through the CFANS Office of Diversity and Inclusion.
- CSC-GSF and professional development funds must go directly to students (not faculty). Selection of professional development activities are at the student’s discretion.
- Unused CSC-GSF funds will revert to the fund for use in future years.
- Faculty advisors of CSC-GSF recipients will be responsible for securing additional student funding, as needed.
• CFANS graduate programs and individual faculty advisors are not limited in the number of CSC-GSF recipients for whom they can receive funding.

• The process and guidelines for awarding CSC-GSF will be reviewed by the GRPRC every year. The September agenda of the GRPRC will have a standing agenda item to review and approve the funding amount for the CSC-GSF program.

ELIGIBILITY

• CSC-GSF recipients must be U.S. citizens or permanent residents AND self-identify as students of color defined as African American/Black, Native American/Alaskan Native, Latino/Hispanic or Asian American/Pacific Islander.

• Applicants to both Master’s and doctoral degrees are eligible to receive the CSC-GSF.

• All CSC-GSF nominees must meet the UMN, CFANS and individual program guidelines for admission into a CFANS Master’s or doctoral graduate program.

• The CSC-GSF program is intended as a recruiting tool and will be awarded to incoming CFANS graduate students only.
  o Students who have completed a Master’s program in CFANS or another college at the U of M who wish to apply as a doctoral student in a CFANS program are eligible to apply.
  o Students applying for an advanced degree in CFANS who already have an advanced degree from another institution are eligible to apply.

• Students may receive no more than one CSC-GSF. If the student received a CSC-GSF as an incoming CFANS Master’s student, they are ineligible to apply for their doctoral program.

NOMINATION, REVIEW AND SELECTION PROCESS

• CSC-GSF nominations are made by individual graduate programs (DGSs).

• There is no limit to the number of CSC-GSF nominations made by an individual graduate program.

• CSC-GSF nominations are due February 1st and should be submitted electronically to the CFANS Graduate Programs Coordinator (Lisa Wiley).

• CSC-GSF nominations will be reviewed by a CFANS CSC-GSF review panel.

• The CSC-GSF review panel will consist of four CFANS DGSs or graduate faculty designee from within their program.

• Panelists will be assigned to serve on the CSC-GSF review panel once every three years (rotating basis).

• The CSC-GSF review panel selects up to 15 nominees based on the strength of the student’s application. Primary consideration is the strongest applications based on:
  – Level of scholastic achievement as evidenced by transcripts and GRE scores.
  – Research and work experiences.
  – Written personal and diversity statements.
  – Letters of recommendation.
Secondary consideration for awarding CSC-GSF will be given to spread recipients across CFANS graduate programs.

Unused CSC-GSF available as of April 16th will be made available for a second round of applications. Applications submitted in the first round but not selected for funding must be resubmitted for consideration in the second round. A second round of CSC-GSF applications will be due April 20th.

In addition to the student’s application materials, the graduate program must submit a cover letter, either from the applicant's prospective advisor or the DGS, recommending the student for the fellowship and committing the program to provide appropriate advising, with a special emphasis on mentoring, in the first year in the program. The cover letter must include a plan for funding the student’s academic career for a minimum of two years for a master's student or four years for a doctoral student.

**CSC-GSF AWARDEE RECOMMENDED OPPORTUNITIES**

CSC-GSF Awardees have the opportunity to develop professionally by:

- Mentoring CFANS undergraduates.
- Participating in the UMN’s Community of Scholars program.
- Participating in the UMN’s Preparing Future Faculty course(s) (PhD students).
- Participating in the UMN’s Summer Institute program.

**UTILIZATION OF FUNDS**

- **Award:**
  - Eleven one-year CSC-GSFs at $42,000 each (includes fall and spring tuition, 12-month stipend, and 12-month health insurance benefit) will be awarded each year. The award is flexible and can be delayed to allow the student to take advantage of other funding opportunities. CFANS requires a one month notice to stop or start funding.

- **Professional Development:**
  - $3,000 per CSC-GSF awardee for professional development such as:
    - Attendance at professional conferences
    - Training courses
    - Participation in professional workshops
  - CSC-GSF recipients will have until degree completion to use professional development funds.
  - Unused professional development funds will revert the CSC-GSF.

- **Summer Institute:**
  - The CFANS Scholars of Color fellowship program makes available to each CSC-GSF awardee the opportunity to participate in the Community of Scholars Summer Institute program through the Graduate School.
CFANS DIVERSITY SCHOLARS - GRADUATE STUDENT FELLOWSHIP: FAQ’S

**Eligibility:**
- Can programs recruit undergraduate students from other non-CFANS University of Minnesota degree programs? Yes.
- How many nominees can each program submit to the CSC-GSF Committee? unlimited
- Who can initiate the nomination? The Student and/or adviser may initiate a nomination by notifying the Director of Graduate Studies and the Graduate Program Coordinator.

**Funding:**
- Who provides the student with the award letter? The CFANS Dean’s office provides the student with the award letter.
- Is the award set up for 9-month or 12-month payout? 12-month.
- Does the CSC-GSF include a 12-month health benefit for the student? Yes.
- Does the CSC-GSF include summer tuition? No.
- When will the CSC-GSF funds be transferred to the departmental home? Once the student matriculates and is actively enrolled in the admitted graduate program identified in the award letter, the funds will be released to the student’s departmental home.

**Professional Development:**
- When will the CSC-GSF recipient receive the $3,000 professional development funds? Once the student matriculates and is actively enrolled in the admitted graduate program, funds will be released to the student’s departmental home.
- What are examples of professional development? Present at a conference; attend a course or workshop to develop skills related to technical, working across differences, oral and written communication, grant writing, etc.; participate in an internship; and others. For questions please contact the CFANS Office of Graduate Education.
- When the student uses these funds, is it necessary to provide a summary of the professional development experience? Yes, a brief summary of the experience and expenditures is required and maintained in the student’s graduate program file in the graduate program office.
- Does the student’s adviser have access to the professional development funds? No. The student has the discretion to use these funds for their own direct professional development.
- What is the timeframe for using the professional development funds? The student may use the professional development funds at any time before degree completion.
- Will unused CSC-GSF professional development funds revert to the CFANS CSC-GSF fund? Yes.

**Summer Institute:**
- Can CSC-GSF recipients defer their Summer Institute participation to another summer? No. CSC-GSF recipients are only eligible for participation in the Summer Institute the summer before matriculation.
- When will CSC-GSF recipients receive the $4,000 Summer Institute stipend? Once the student is actively enrolled in the Summer Institute program the funds will be released to the student’s departmental home for payment to the student.
- Does the participant need to provide a summary of the Summer Institute experience? Yes, a brief summary is required.