

Morgan State University Frequently Asked Questions on DEI

The University has two policies that facilitate DEI – the Non-Discrimination Policy and the Sexual Harassment and Prohibited Conduct Policy. **See Attachments A and B.** The Non-Discrimination policy prohibits discrimination based on any legally protected class, such as race, gender, sexual orientation. The Sexual Harassment and Prohibited Conduct Policy prohibits sex and gender discrimination, including acts of sexual misconduct and intimate partner violence. Both policies contain anti-retaliation provisions that prevent anyone involved in a complaint or process from being intimidated or subjected to adverse action. Should there be an alleged violation under the Sexual Harassment and Prohibited Conduct Policy, there are procedures that the University follow depending on what the alleged violation is and whether the alleged wrongdoer is a student or employee. In total, there are 4 procedures that may be followed. **See Attachment C.** With these policies and procedures, the University can maintain an academic and working environment in which students, faculty, and staff feel safe and are free to develop intellectually, professionally, personally, and socially. Act of discrimination and lack of inclusivity subverts the University's mission to grow globally, threatens the wellbeing of the University community, and interferes with academic and employment growth.

In addition to these policies and procedures, the University's 3-year Cultural Diversity Plan and its 10-Year Strategic Plan supports its diversity, equity, and inclusion initiatives. **See Attachments D and E.** Both plans speak to the University's mission and intentional steps to attract a more diverse community and to develop a sense of belonging. The University has a multi-faceted approach for fair and improved inclusion of underserved students, staff, and faculty.

ADULT AND NON-TRADITIONAL STUDENTS

The University invests heavily in new online degree programs to attract nontraditional students. Currently, Morgan awards ten (10) online degree programs. The degree programs are as follows: 1) Applied Liberal Studies (BS); 2) 2+2 Electrical Engineering (BSEE); 3) Registered Nurse to Bachelor of Nursing to Master of Public Health (RN to BSN to MPH); 4) Business Administration (MBA); 5) Community College Administration, Instruction and Student Development (M.Ed.); 6) Social Work (MSW); 7) Public Health (MPH); 8) Project Management (MSPM); 9) Electrical Engineering (MSEE); and 10) Community College Leadership (Ed.D.). Morgan also offers five (5) post-baccalaureate online certificate (PBC) programs in the following areas: Advanced Study in Project Management; Advanced National Security; Urban Sustainable Communities; Urban Journalism, and Psychometrics.

Morgan Online, Quality Matters (QM) and Maryland Online (MOL):

In 2016, Morgan executed an annual automatically renewing Quality Matters Higher Education Program Subscription Agreement that provides for services, software, tools, publications, and

training materials to faculty for developing and offering online courses. Maryland Online developed Quality Matters. Morgan State online course policy states that faculty who want to develop online or hybrid course and teach online courses must take two courses: Quality Matters Designing Your Online/Hybrid Course or Applying the QM Rubric; and MSU Teach Online to acquire skills in Morgan's Canvas Learning Management System and other Morgan Online Tools. Quality Matters training is also provided to graduate students to provide them with online credentials. Although faculty were being trained to develop and offer online courses even prior to the academic year 2008 - 2009, Morgan Online was not officially constituted as an office within the Division of Academic Outreach and Engagement until January of 2014.

The Covid-19 pandemic in 2020 caused a drastic shift from face-to-face learning to online/remote learning for all students. The pandemic created a surge in the number of online/remote instructors, and consequently a sharp increase in online enrollment. Three hundred (300) faculty members are Quality Matters trained. The impact of Morgan Online, Maryland Online, and Quality Matters is reflected in the surge in student enrollment in online courses since the 2013-2014 academic year where enrollment increased from 176 students in hybrid courses and 1,807 students in online courses during the 2013-2014 academic year to 776 students in hybrid courses and 3,737 students in online courses during the 2019-2020 academic year. The Morgan Online director, an African American woman, serves as the President of Maryland Online. (Marylandonline.org)

The ***Center for Continuing and Professional Studies (CCPS)*** is designed to serve the lifelong educational needs of traditional and non-traditional students pursuing undergraduate, graduate, professional and personal growth aspirations. The CCPS coordinates a broad variety of educational activities and community services for learners from culturally diverse populations from Baltimore City, Maryland, nationally, and internationally. Some of the CCPS' programs include the following:

The ***Bernard Osher Scholarship Program***, supported by a \$1 million endowment from the Bernard Osher Foundation, provides scholarships to non-traditional adult students between the ages of 25-50 to return to the University after a gap of five or more years in order to complete a bachelor's degree. During the 2017- 2018 academic year, scholarships were awarded to 28 Osher Scholars, 22 females and six males. Since the inception of the program, scholarships have been awarded to adult students across disciplines in the eight schools and the James H. Gilliam, Jr. College of Liberal Arts. Eighty-five non-traditional adult students have graduated from Morgan State University.

Funded by the Crankstart Foundation, the ***Crankstart Reentry Scholarship Program*** provides scholarships to adult, non-traditional students, between the ages of 25-50 to return to the University after a gap of five years or more to complete a bachelor's degree. In 2017, the University was awarded an additional \$200,000 from the Crankstart Foundation. The program has provided a total of 20 scholarships to adult, non-traditional students. Twelve females and eight males received Crankstart Reentry Scholarships for the 2017- 2018 academic year.

The ***Improved Opportunities for Parents (IOP) Program*** provides funding to help adult individuals, especially student-parents, obtain a bachelor's degree.

TRADITIONALLY UNDERREPRESENTED STUDENTS

Embedded in its goal to recruit, admit, retain and graduate a more diverse student population is a commitment to include international students and non-traditional students (over the age of 25). Examples of strategies utilized by the University include: 1) hiring a diversity admissions officer; 2) holding an open house in fall and spring semesters to engage parents, diverse students, and schools in the recruitment process; 3) increasing campus tours to invite diverse students from different geographic areas to experience campus life; 4) having overnight programs that target underrepresented and international students; and 5) enhancing monitoring and review of applications from underrepresented students. Examples of targeted programs that address underrepresented student recruitment, retention, and graduation are outlined below.

Summer Bridge Programs

Morgan offers several summer bridge programs designed to increase student academic success and retention. For example, Morgan State University's ***Center for Academic Success and Achievement*** (CASA) sponsors CASA Academy, an alternative admissions program for students who do not meet the SAT/ACT requirements for regular admission. Starting with the 2021 cohort, students who do not meet the cumulative high school GPA requirement for admission, will be eligible for CASA Academy. CASA accepts up to 300 students each year, and all participants who successfully complete the summer bridge program are guaranteed admission to the University for the fall semester. The six-week program offers a wide range of activities including developmental courses, study skills, mandatory tutoring, peer mentoring, academic advising, career exploration, orientation to the campus and its offices and resources, opportunities for personal/social development, and an avenue for parent involvement. Also, since 2010, CASA has required students to engage in a common reading experience related to a social issue. CASA also provides a First Year Experience Program, designed to provide students with a successful transition from high school to university, and a Second Year Experience Program, designed to build on the success of student initiatives from the first year.

International Diversity at Morgan

The Division of International Affairs in addition to several University initiatives contribute directly to international diversity at Morgan.

Division of International Affairs. The mission of the Division of International Affairs is consistent with the mission, and strategic goals of the University, that of preparing diverse and competitive graduates for success in a global, interdependent society Morgan State University has established over 40 international relationships with institutions of higher learning in countries that include: Brazil, Botswana, Cameroon, China, Cuba, Ethiopia, Ghana, Haiti, India, Jamaica, Mexico, Nigeria, South Africa, United Arab Emirates and Zambia.

Our current international student population accounts for approximately 540 students from over 50 countries, of which 73% hail from Nigeria, Saudi Arabia and Kuwait. As such, the Division of International Affairs is actively seeking to grow our relationships with East and Sub-Saharan Africa, China and South East Asian nations throughout 2018-2024.

Among the programs in the Division of International Affairs that support international diversity at Morgan are:

- The Center for Global Studies and International Education
- The Office of Study Abroad & Scholar Exchange
- HBCU-Brazil (Alliance) Program
- The Office of International Student and Faculty Services
- The Fulbright Program

The ***Center for Global Studies and International Education (CGSIE)*** is the institution's arm for facilitating the university-wide efforts to internationalize the curriculum across disciplines, in a fashion that is consistent with the President's vision of "*Growing the Future and Leading the World!*" To achieve this goal, CGSIE serves as a gateway to the globalization of the local and regional communities and their minority populations. As well, the Center works collaboratively with academic departments to enhance student and faculty development through workshops, study abroad, internships, exchanges and other relevant international education programs. This thought process incorporates into the Morgan rubric a basic tenet of the Center's efforts in assisting the College/Schools with the provision of an international focus to programs that nurture globally savvy and competent graduates.

Our Commitment to Internationalization. Globalization requires that institutions of higher education graduate globally- competent citizens and professionals. Morgan State is committed to doing this by broadening the scope of student, faculty, and staff awareness of the world in which they live, through travel, experiential and service learning, and collaborative international research at home and abroad. In a post 9/11 world, and for national security reasons, this undertaking becomes even more urgent.

As an integral part of the university's goal of providing a holistic education to its students, the ***Office of Study Abroad & Scholar Exchange*** is charged with creating an enabling environment on campus for students to successfully engage in international experiential learning. In doing so, students have the opportunity to broaden the scope of their knowledge of other languages in particular and cultures in general. To date, over 415 students have participated in either a study/intern/volunteer and/or teach abroad program through one of our third-party affiliates or a faculty-led program.

Additionally, the Office supports the exchange of visiting scholars who participate in work-and study-based exchange visitor programs. This exchange of visitors promotes interchange, mutual enrichment, and linkages between research and educational institutions in U.S. and foreign countries. Particularly at Morgan, it helps to diversify our research interests and increase

mutual understanding between populations of the United States and those of other countries through educational and cultural exchanges.

The **Office of International Student & Faculty Services** is charged with meeting the administrative, advising, and programming needs for the nonimmigrant students, staff, and faculty at Morgan State University. Services provided by the Office of International Student & Faculty Services include:

- Immigration information workshops
- Orientation programs for new international students
- Employment workshops to provide information on the various types of employment available to F-1 students; campus employment, CPT, OPT and economic hardship applications
- Assistance with preparing and/or filing initial petitions to include H-1B petitions, program extension, SEVIS school transfer in/out, preparation of depended forms, reinstatement, and other regulatory compliance processes
- Advising services to the International Student Associations and the Morgan State community at large on all immigration-related matters
- SEVIS reporting to safeguard student status by providing the U.S. Department of Homeland Security with timely and accurate updates of enrollment activities.
- Collaboration with other university international stakeholders to facilitate the infusion of global themes throughout the formal and informal curriculum
- Facilitation of inter-cultural programs and activities with the primary aim of exposing the Morgan community to the importance and advantage of being aware and sensitive to the diversity of cultures in our campus and the wider community.

The Fulbright Program. Morgan State University has long been the Fulbright leader among historically Black colleges and universities. At least 141 awards for Fulbright-related grants for study, research, and/or teaching in 44 different countries have been offered to 125 Morgan State University students/ graduates. As well, 72 awards to 41 countries have been offered to 51 Morgan State professors (47) or administrators (4). These awards are made through the Institute of International Education, the U.S Department of Education, and the Council for International Exchange. Fulbright Scholars from Morgan have often stressed not only the academic advantages of studying in a foreign milieu, but the personal and cultural rewards as well, the enlightenment gained from close contact with new languages and ways of life. The Director of the Fulbright Program is fully committed to ensure that Morgan students are successful in their international academic pursuits.

Intervention and Support Services for Students

The purpose of Morgan State University's **Office of Student Success and Retention** (OSSR) is to work in collaboration with the various schools, colleges, and academic support programs of the University to provide continuous, quality support for undergraduate students from matriculation to graduation with a focus on academic success and achievement. Through OSSR, the University continues to implement an effective student success model, one which includes a comprehensive early alert system, intrusive advising, ongoing tracking and

monitoring of student cohorts, transparent and consistent note-taking, and specific programs and initiatives designed and delivered to increase student retention rates and promote degree completion. The work of the OSSR has helped to increase retention and graduation rates, from a 63% (2006 cohort) to a 71% (2018 cohort) retention rate in 2019 and from a 28% (2005 cohort) to a 43% (2013 cohort) graduation rate in 2019.

The Office of Residence Life & Housing (ORL&H) sponsors the **Academic Enrichment Program** (AEP). This program offers tutorial/study sessions through workshops, seminars, individualized tutoring, and computer tutorial for students residing in a residence hall. The AEP tracks the grades of resident students and provides support as needed. New and returning students who have a G.P.A. below 2.0 are mandated to receive tutoring services. Additionally, a component of the AEP is the International Student Connexion. This program provides a host of academic and campus engagement support services for Morgan's international student population.

TRADITIONALLY UNDERREPRESENTED FACULTY AND ADMINISTRATIVE STAFF

The **Office of Diversity and Equal Employment Opportunity** (EEO) continues to provide cultural competency training and diversity activities. These activities are designed to: 1) address cultural diversity among students, faculty, and staff; 2) educate the University community about laws governing equal opportunity; 3) reduce discrimination complaints; and 4) create an environment that promotes the recruitment and retention of underrepresented faculty, staff and students. Additionally, training is mandated for search committees to provide tips on how to avoid engaging in discriminatory behavior during the selection process, recognizing and avoiding bias and prejudice, structuring a job-based interview, and asking appropriate interview questions.

The **Office of Faculty Development**, a unit under the auspices of the Division of Academic Affairs, provides opportunities for faculty to explore issues around diversity and cultural competency/sensitivity through faculty institutes, conferences, workshops, seminars, and trainings. These experiences foster dialogue and collaboration among faculty of diverse backgrounds, orientations, and perspectives and serve to promote retention of underrepresented faculty. Additionally, orientation sessions for new faculty integrate attention to diversity issues. The Office of Faculty Development also provides faculty with mini-grant opportunities to: 1) support curricular development in all disciplines, with particular attention given to issues of diversity and cultural competency; 2) develop interdisciplinary, and cultural diversity initiatives; and 3) promote faculty development. Additionally, promotion and tenure training is provided to support and retain underrepresented faculty.

Through the **Office of Public Relations and Communications**, the University has expanded its advertisement efforts in order to reach a more diverse applicant pool. Advertisements are regularly placed in various publications such as the Professional Woman's Magazine, Hispanic Network, U.S. Veterans Magazine, Diverseability, and the Black EOE Journal.

As a critical component of Morgan State University, Student Disability Support Services (SDSS) is dedicated to assisting students with disabilities accomplish their scholastic and career goals by supporting academic and advocacy skills and by helping to eliminate the physical, technical, and attitudinal barriers that limit opportunities. Student Disability Support Services is committed to providing all services and operating all programs in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended and Section 504 of the Rehabilitation Act of 1973, as amended.

SDSS currently has approximately 560 students registered for reasonable accommodation. SDSS participates in orientation events on-campus, open house events and departmental meetings.

In addition, SDSS collaborates with various departments throughout campus to ensure partnership to increase inclusion for students with disabilities. In the fall, SDSS in partnership, will be hosting disability awareness events and training to emphasize both inclusion and awareness.

Members of the SDSS staff participate in various committees to ensure ADA compliance and inclusion of individuals with disabilities. There are also two student organizations on campus promoting inclusion, Disable the Label and Active Minds.

Tracking Progress

To track its progress towards its DEI initiatives, the University's Office of Diversity and EEO provides and submits a written annual report about its progress to the State of Maryland Higher Education Commission. The University's most recent progress report is attached. **See Attachment F.** Additionally, data, including self-disclosed race and gender, are kept by the University's Office of Human Resources and Office of Institutional Research. A quick reference chart of cultural diversity at the University from 2010 to the present is attached as **Attachment G.**

Recent Accolades & Notable Recognitions For DEI Initiatives

Recent accolades and recognition bestowed on the University for its DEI initiatives include the following:

1. Granted \$1million to study microplastics to increase training opportunities for Black environmental scientists (September 2022).
2. Executive Alliance's 20/20 Honor Roll Diversity (August 2022) for having at least 20% women on the board of directors and in executive leadership.
3. 5 Students awarded \$20,000 Scholarship through Verizon Game Forward Program, geared towards increasing diversity in Esports (July 2022)

4. Awarded \$15 million by the Department of Defense to establish a Center of Excellence in Biotechnology and Materials Science (September 2021).
5. 2021-2022 Military Friendly School Designation, according to GI Jobs Magazine (March 2021).
6. Awarded \$500,000 by NBCUniversal News Group for journalism diversity initiative (January 2021).

Although the University currently does not have Employee Resource Groups, developing and supporting ERGs is a part of its current 3-year Cultural Diversity Plan. While there are no ERGs, the following is a list of student organizations for students of different ethnicities or common experiences.

Absolutely Beautiful & Confident Modeling Organization (A.B.C.)

Accounting Club

African Student Organization

Afros of MSU

Afros of MSU

Alpha Gamma Chapter of Delta Sigma Theta Sorority, Inc.

Alpha Kappa Alpha Sorority Incorporated, Alpha Delta Chapter

Alpha Nu Omega Fraternity Inc.

Alpha Nu Omega Sorority, Inc.

Alpha Phi Alpha Fraternity Incorporated

American Marketing Association

American Society of Civil Engineers

American Society of Highway Engineers

American Statistical Association

Association of Black Social Workers

Association of Information Technology Professionals

Believers' LoveWorld Morgan

Beta Alpha Psi

Caribbean Students Association

Chemistry Club

Chi Epsilon Civil Engineering Honor Society

Collegiate 100 of MSU

Construction Management Association of America (CMAA)

Council of Independent Organizations

Dubois-Diggs Sociological Society

EAGER Inc

Entrepreneurship Society

Ernest E. Just Biology Club at Morgan State University

Eta Sigma Gamma

Family and Consumer Science Club

Fashion At Morgan

Females United To Uplift Reshape and Educate (F.U.T.U.R.E)

Gamma Iota Sigma
Golden Key International Honour Society
Groove Phi Groove, SFI
IABA (International Association of Black Actuaries)
IME Agency
Institute of Electrical and Electronics Engineers (IEEE)
Iota Phi Theta Fraternity Inc
Ira Aldridge Players
Jewels Incorporated
Kappa Alpha Psi Fraternity, Inc., Alpha Iota Chapter
Kappa Kappa Psi National Honorary Band Fraternity, Inc.
Kuwaiti club
Latino Student Association
Math Club
Men's Lacrosse Club
Morgan State University Association of Black Journalist
Morgan State University Chess Club
MSU Eat Right Club
MSU Finance Club
MSUPoets
Muslim Student Association
My Sister's Keeper
National Association for the Advancement of Colored People
National Council of Negro Women
National Society of Black Engineers
National Society of Leadership and Success
National Society Of Minorities in Hospitality (Hospitality Club)
National Society of Pershing Angels Inc.
National Society of Pershing Rifles Company J-8
NPHC MSU Section
Phi Beta Sigma Fraternity inc. GAMMA Chapter
Phi Mu Alpha Sinfonia Fraternity of America Inc.
Pi Chapter, Omega Psi Phi Fraternity Inc.
Pi Sigma Alpha,
Political Science Association
Pre Law Association
Pre-Alumni Council
Pre-Health Student Organization
Psi Chi International Honor Society in Psychology
Psychological Society
S.O.U.L
SGA Senior Class
Sigma Gamma Rho Sorority Incorporated The Beta Tau Chapter
Society of Automotive Engineers

Society of Future Educators
Society of Women Engineers
Sophomore Class Student Government Association
Strong Men Overcoming Obstacles Through Hard-work (SMOOTH)
Student Art Association
Student Government Association
Student Government Association (Junior Class Board)
Student Social Work Organization
Student Wellness Ambassador Team (S.W.A.T)
Swing Phi Swing Social Fellowship Incorporated
Tau Beta Pi
Tau Beta Sigma National Honorary Band Sorority Incorporated
Tau Sigma National Honor Society - Delta Gamma Chapter
The English Society
The Institute of Industrial and Systems Engineers (IISE)
The Morganettes Dance Team
The National Society of Collegiate Scholars
The Society for the Advancement of Computer Science (SACs)
The Student Research Center
Uplift Fitness Club
Veteran Student Association
Zeta Phi Beta Sorority Inc.