**Doctoral Mentoring Fellows Project Summary**

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The project has 2 components. The first is focused on recruitment; the second is focused on understanding the current climate among engineering graduate students.

While we have learned a lot about how to help students feel integrated both socially and academically, the main issue that we have right now in the ISE department is that we have no underrepresented minority (URM) graduate students. The last few years we had 1-2 URM students, but upon the graduation of these students we currently have 0. I believe our department is not unique with respect to these low numbers.

Targeted Recruitment of URM students to ISE and the Operations Research Program

Spelman College in Atlanta GA is a liberal arts HBCU for which we have had students feed into the ISE and OR programs. I have recruited an alumna of the ISE program (Dr. Karen Hicklin, currently completing a Post-doc at UNC) and a current graduate student in the OR program (Lynesia Taylor) to visit Spelman. Both Karen and Lynesia received their BA in Math at Spelman. They will visit Spelman (Math Dept.) in the Fall of 2017 to present on their research as well as to help recruit student. We will collect information from interested students and contact them. I will request that the department (ISE or OR) waive their application fees. Performance indicators include the number students contacted, the number of applicants to ISE or OR, and ultimately newly enrolled graduate students.

In addition, to properly understand the current climate we have to go beyond a single department. ORIP administered a climate survey in the Spring of 2015. I am working with Matthew Stimpson to extract the raw data from the survey to collect some descriptive statistics by college, race, etc. I have discussed this with Angie Daniels (COE Minority Engineering program), with the goal of hosting an event with the Minority Engineering Graduate Student Association (MEGSA) to share the findings of the survey with students and faculty. Based on what we learn, we could also host another event to discuss the most pressing issues; though this is outside the scope of the project.