



CHARLOTTE

THE GRADUATE SCHOOL
Graduate Academic Policy

Equity Audit

2021-22

Graduate Academic Policy Equity Audit Working Group

Charge:

The Graduate Student Equity Audit Working Group was charged with an examination of [policies](#) that could have differential impacts on graduate students including attention to (but not limited to): race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religion, age, (dis)ability status, and first generation college student status. The impact of the pandemic made this assessment a pressing concern.

Graduate Academic Policy Equity Audit Working Group

Members (2021-2022)

- Brian Arreola, Music (Faculty Representative)
- Valentina Cecchi, Electrical and Computer Engineering (Graduate Program Director)
- Kelcie Grenier, Organizational Science (PhD Student)
- Joan Lachance, Middle, Secondary, and K-12 Education, (Graduate Council Representative)
- Oscar Lansen, History (FAPSC Representative)
- Susan McCarter, Social Work (Faculty Council Committee Representative)
- Matt Parrow, Biological Sciences (CLAS Committee Representative)
- Manuel Perez Quinones (Graduate Faculty Representative)
- Katherine Hall-Hertel, Graduate School, ex-officio
- Sandra Krause, Graduate School, ex-officio
- Leslie Zenk, Academic Affairs, ex-officio

Graduate Academic Policy Equity Audit Working Group

Multi-unit collaboration:

- International Student and Scholar Office
- Financial Aid
- Office of Legal Affairs
- Atkins Library
- Graduate Program Directors

EAB Student Equity Audit

[EAB 360-Degree Student Equity Audit](#)

- A - Promote College Access and Ease the Path to Transfer
- B - Maximize Financial Support for Students in Need
- C - Provide Essential Advising (*Graduate Program Director and Faculty Advisor*) and Registration Support
- D - Meet Students' Academic and Career Support Needs
- E - Implement Inclusive Teaching Practices
- F - Bridge the Digital Divide
- G - Address Heightened Basic Needs Insecurity
- H - Increase Engagement and Sense of Belonging

Graduate Academic Policy Equity Audit

Deliverables to Date: Policy Revisions

- Transfer Credit, complete (3/31/2022)
- Continuous Registration, complete (4/28/2022)
- Leave of Absence, complete (4/28/2022)
- SP/UP Grade Mode, pending Graduate Council approval 2022-23

Challenges

- The committee's feedback often went beyond the scope of equity, which extended the time needed to review each policy.
- It was necessary to define the different experience of graduate students to undergraduate students.
- The differing application of policy across colleges required discussion with multiple units to ensure that the policy was clear and applied equitably.

Accomplishments

- The equity audit review process provided a protocol to consider equity when drafting, implementing and assessing policy.
- We developed a better understanding of how policy review may be affected by implicit bias and the difference between equality and equity.

Graduate Academic Policy Equity Audit

Conclusion:

The Graduate Policy Equity Audit Working Group focused on content and how it was presented. There were no substantive changes made to the policies we reviewed. Revisions were recommended to ensure transparency through effective communication.

Next Steps:

Admission to Graduate School
Funding a Graduate Education