### Capital University School of Education 5-Year Recruitment and Graduation Plan

|-------------------------|-----------------------------|---------------------------|---------------------------|-------------------|------------|
| Females in STEM licensure areas | 10% (n=10) | 7.1% (n=6) | 4.1% (n=3) | 15% (n=15) | - Girls in Science Day  
  - Girls in Science Summer Week  
  - Science workshops/clubs in Columbus City Schools and Whitehall City Schools |
| BIPOC males in all licensure areas** | 3% (n=3) | 3.6% (n=3) | 4% (n=3) | 6% (n=6) | - Interview recent black male graduates  
  - Interview current black male candidates  
  - Create video campaign |
| Males in Elementary Licensure Area | 2% (n=2) | 1.2% (n=1) | 2.7% (n=2) | 4% (n=4) | - Interview males graduates in ECE  
  - Interview current male candidates  
  - Mentoring program with collegiate Educators Rising and high school students  
  - Create video campaign |
| Candidates from Rural and Appalachian County Areas*** | 18% (n=18) | 16.7% (n=14) | 47% (n=35) | 23% (n=23) | - Target counties in rural areas with Admissions  
  - Conduct panel discussions with current students from rural counties  
  - Identify mentor teachers from rural/Appalachian counties |

*N= Total completers for the academic year.  
**BIPOC (Black, Indigenous, and People of Color) includes two or more races.  
***Counties identified by the Standard Metropolitan Statistical Area classifications and the Appalachian Regional Commission.