Think Differently,
Think ‘Program 2.0’
Disrupt, not Replicate to Diversify STEM

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The Biology Scholars Program (BSP)

**Funding**
HHMI and UC Berkeley @ $2K/student/year

**Goal**
To enlarge and diversify the pool of students who succeed in biology majors and careers

**Members**
3600 UCB undergraduates (1992–present) 3200 graduates; 60% minority 70% women 80% low income/1st generation; most interested in health careers

**Success**
**BSP Minority vs. Non–BSP Majority**
- Enter UCB with lower SATs and GPAs
- Graduate in biology majors in same % and with nearly equivalent GPAs
BSP Demographics

**BSP Participants v. All Intended Bio Majors Entering as Freshmen**

- **Women**: 74% (BSP) vs. 65% (All)
- **Underrepresented Minority**: 58% (BSP) vs. 8% (All)
- **First Generation College**: 69% (BSP) vs. 23% (All)
- **HS API Rank 1 to 5**: 52% (BSP) vs. 14% (All)
- **Weighted HS GPA 3.5 to 4.0**: 22% (BSP) vs. 9% (All)
- **SAT Math 200 to 600**: 58% (BSP) vs. 13% (All)

Note: 2002-2008 Freshman Cohorts of Intended Biology Majors  Andrew Eppig, UCB, E&I
‘1st Order’ Responses to Crisis
‘Program 1.0’

• Timeless and Dated
• Because we’ve done it that way for 40 years
• And, underrepresentation persists
• ‘Workarounds’ & ‘Success by Assimilation’
‘Program 2.0’

- **Service** – to Students + Colleges/Universities
  
  *‘Fix’ our Institutions*

- ‘Experiments’ – Close Equity Gaps

- ‘Incubators’ – Scalable/Adaptable/Sustainable Models

- **Goal** – ‘Democratize’ Student Success
  
  *Many v. Select Few*

- **Responsibility** – ‘Program’ => Institution
  
  *Inclusive Excellence*
‘2nd Order’ Change Requires

• Incentives – ‘Carrots’
• Consequences – ‘Sticks’
• Leadership, Vision, & Accountability
Which Program Models to Support?

Return on Investment

• Cost Effective – $$$/student

• ‘Success’
  • Individual Student
  • Institutional Change => further Success

• Generalizable/Inclusive
  • Diverse Students – backgrounds/readiness
  • Diverse Institutions – size/cultures/resources
  • Scalable – #’s served, $$$, & who’s responsible

• Sustainable – " " " " 
Our Future

Graphic by Brook Yu
Our Future

If I had asked my customers what they wanted they would have said a faster horse.

Henry Ford