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

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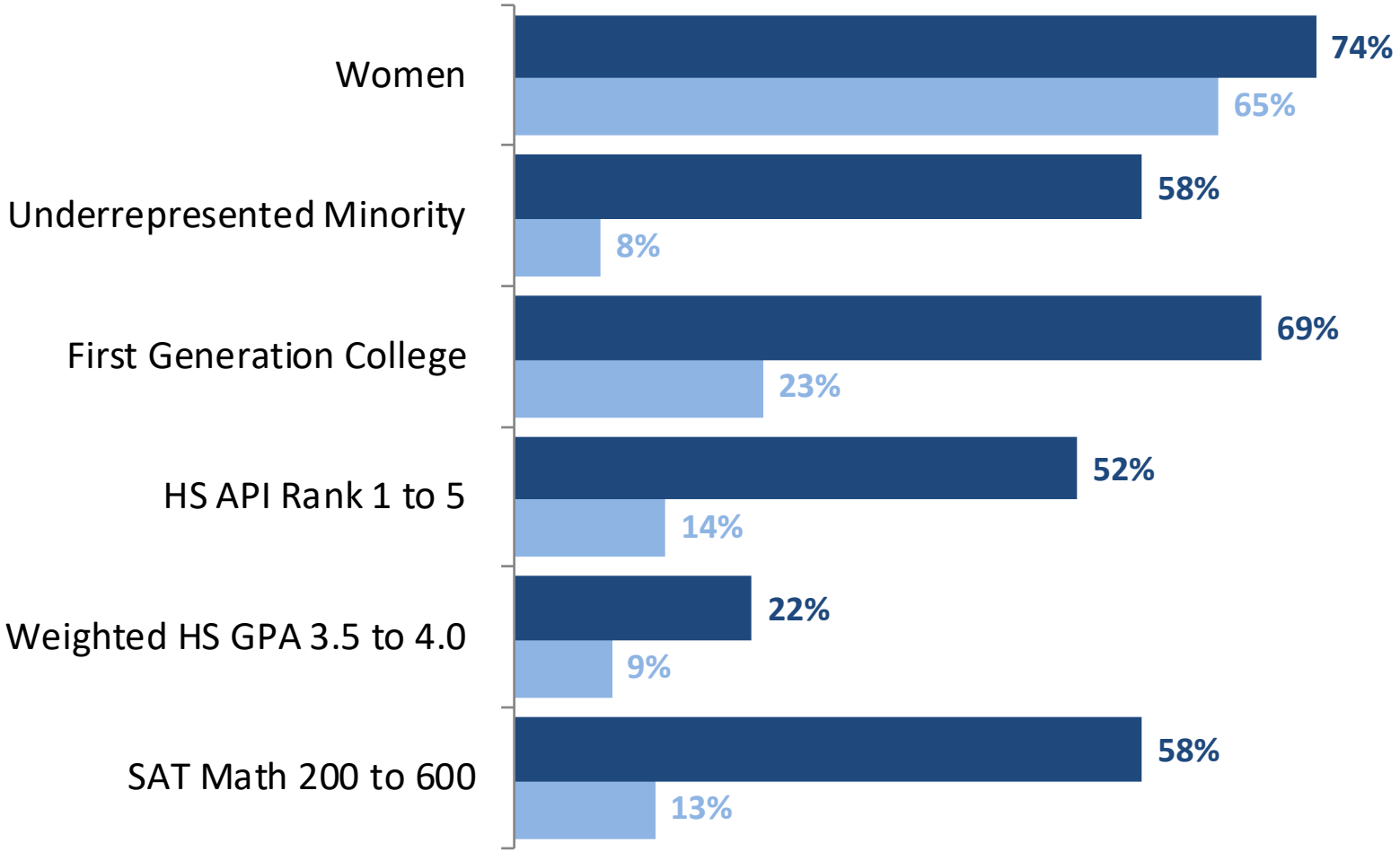
BSP Demographics

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



Note: 2002-2008 Freshman Cohorts of Intended Biology Majors Andrew Eppig, UCB, E&I

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‘1st Order’ Responses to Crisis

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‘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

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‘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 – " " "

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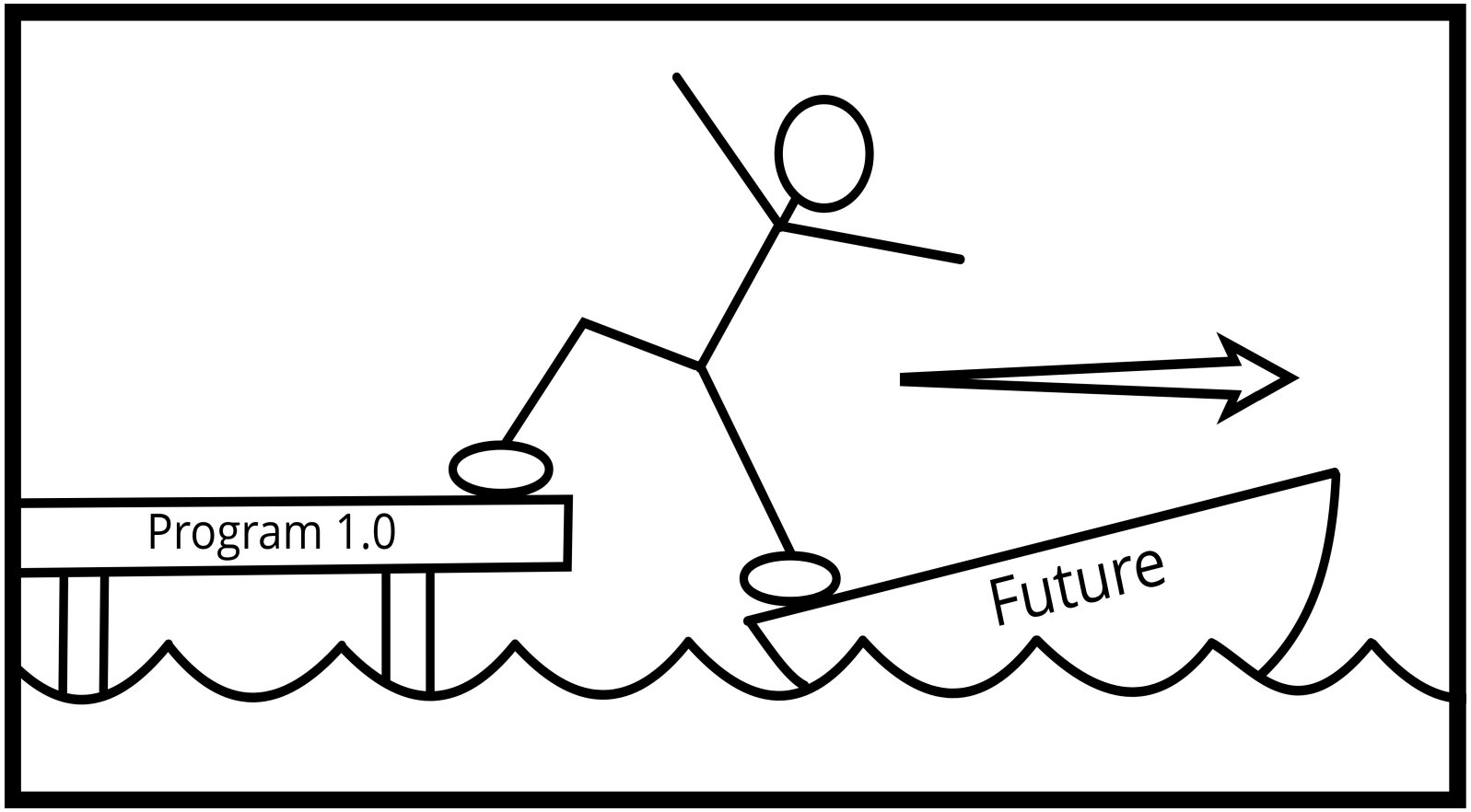
Our Future



Graphic by Brook Yu

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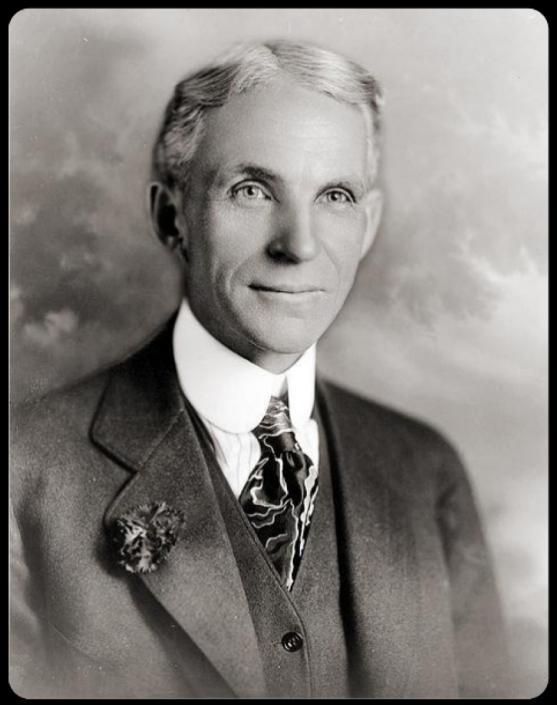
Our Future



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

Henry Ford

boxfuse

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