

Sloan Higher Education Program Strategic Direction & Priorities

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Driven by the promise of great ideas

Roadmap for Presentation

- A few findings from Sloan commissioned landscape scans
- Strategic priorities for the Higher Education Program
- Major investment areas



Sloan Higher Education Program Goal:
To create diverse, equitable, and inclusive pathways to and through STEM graduate education and the professoriate.



Landscape Scans of: 1) Funders 2)
Effective Practices in Graduate Education



Commissioned Landscape Scans

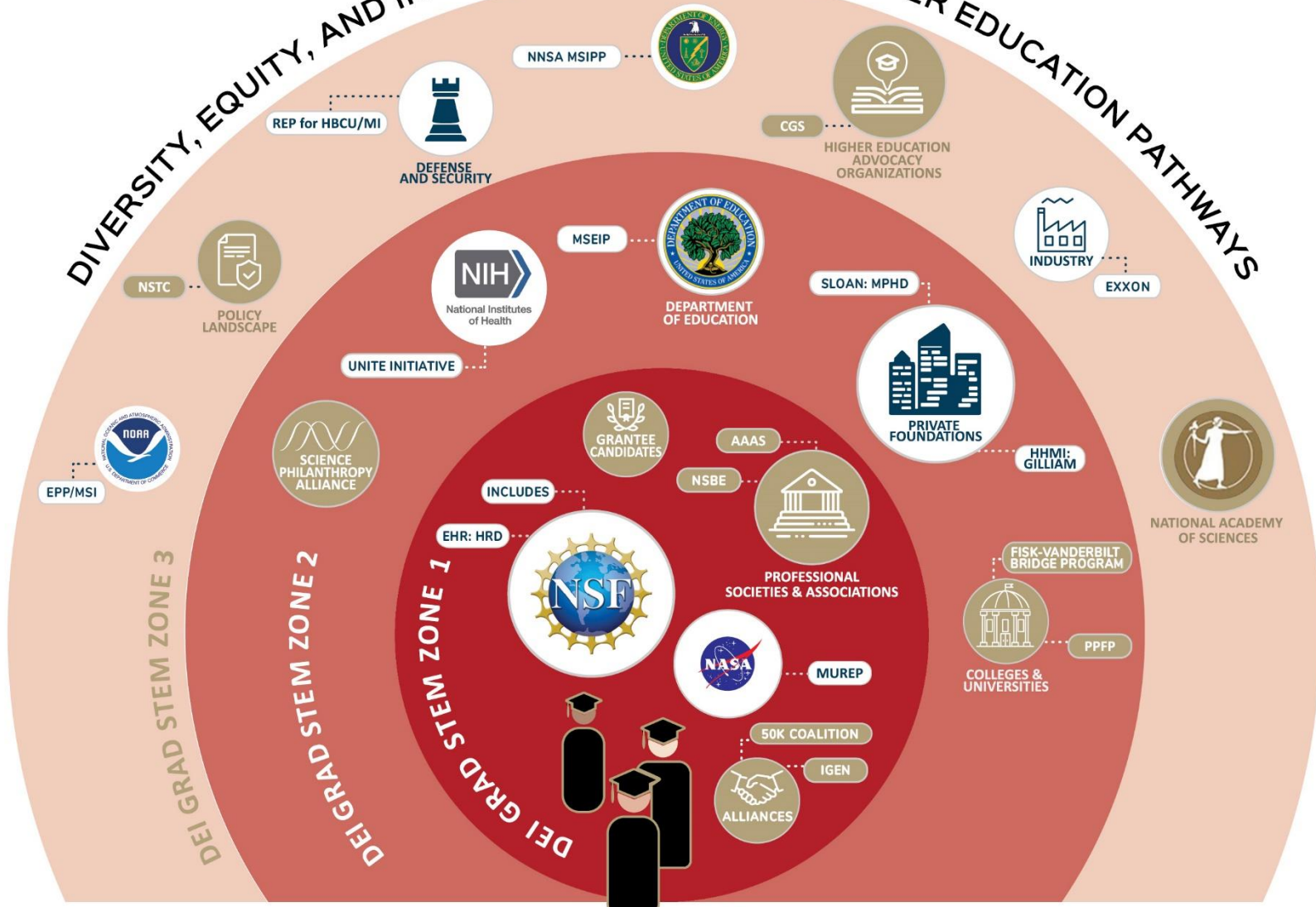
Assessing the Landscape for Diversity, Equity, and Inclusion Efforts in U.S. STEM Graduate Education



Investments in Diversity, Equity, and Inclusion within STEM Higher Education Pathways



DIVERSITY, EQUITY, AND INCLUSION WITHIN STEM HIGHER EDUCATION PATHWAYS



FUNDERS of DEI in STEM Higher Education. Size indicates the magnitude of investment

INFLUENCERS shape the DEI STEM Higher Education landscape. Can determine direction, attract attention, give recognition, or facilitate networks

EXEMPLAR MODELS of associated funders or influencers, which might be frameworks for grant-making, program design, or proven impact.

ZONE 1 OF DEI IN STEM HIGHER EDUCATION INVESTMENT, which comprises all three of these constructs explicitly and exclusively.

ZONE 2 OF DEI IN STEM HIGHER EDUCATION INVESTMENT, where funding is either less explicitly or exclusively within these construct parameters.

ZONE 3 OF DEI IN STEM HIGHER EDUCATION INVESTMENT, where funding is both less explicitly and explicitly defined in relation to construct parameters.



Gaps in Grantmaking Approaches & Investments

- DEI-focused funding declines as the “pipeline” progresses (K12, undergrad, grad, professoriate)
- Investments are largely focused on the individual and not on systems
- Too few private funders are investing in DEI STEM higher education, and when they are, it's in the same handful of institutions



What does the literature say about what works in reducing disparities, supporting inclusion, and increasing diversity in STEM pathways into and through graduate education?



Interventions Serving Individual Students

- Research experiences
- Cohort-based programs
- Financial support
- Bridge programs



Institutional Change Efforts

- Changing institutional policies and practices
 - Faculty hiring
 - Graduate admissions
- Learning and professional development for students and faculty



Enhancing Structures of Support

- Advising and mentoring support
 - High quality faculty-student relationships
 - Network-based and peer mentoring
- Easing transitions
 - Community college to four-year degrees

Research-Practice Disconnects

In the end...

- Much more is known about:
 - Patchwork programs that serve small groups of students
- Than about:
 - Systemic change efforts and their effectiveness



Strategic Priorities



Strategic Priorities

1. Invest in widening pathways to graduate education
2. Empower universities to transform graduate education
3. Support innovative efforts to increase the number of women and Black, Indigenous, and Latina/o individuals in the STEM professoriate
4. Pursue systemic change
5. Examine our own practices
6. Re-focus our energies on racial equity



Approach

1. Grantmaking with a systemic change lens
2. Emphasis on Minority Serving Institutions and other institutions
“doing the work”
3. Collaboration and coordination with other funders for greater impact



Signature Initiatives



University Centers of Exemplary Mentoring (UCEM)

- Target populations: Black, Indigenous, Latina/o doctoral students in STEM
- Provides financial support, structured mentoring, supportive community, institutional commitment
- Currently on 8 campuses with 713 students supported since 2013
- Evaluation of the model is underway (results this Spring)
- **New call for nominations later this year**



Sloan Indigenous Graduate Partnership (SIGP)

- Target populations: American Indian and Alaska Native master's and doctoral students in STEM
- Seeks to strengthen and expand university initiatives to recruit, train, and graduate Indigenous students through student scholarships and strong community support
- Currently on 9 campuses with 405 students supported since 2003
- Rooted in and driven by Indigenous communities and cultures, striving to not only improve educational outcomes but also community outcomes



Creating Equitable Pathways to STEM Graduate Education

- Seeks to support pathways for Black, Indigenous, and Latina/o students from Minority Serving Institutions to STEM master's and doctoral programs
- Three giving levels: planning (75K), seed (250K), and implementation (500K)
- 20 grants in 2021, supporting more than 60 institutions in partnership with one another
- **Call for LOIs is currently open with May 1 deadline**





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Thank you!