



COLLEGE OF ARTS AND SCIENCES

Chancellor's Science Scholars Program

If Excellence is possible...
Then Good is NOT enough

**Developing the Scientific Leaders of
Tomorrow**

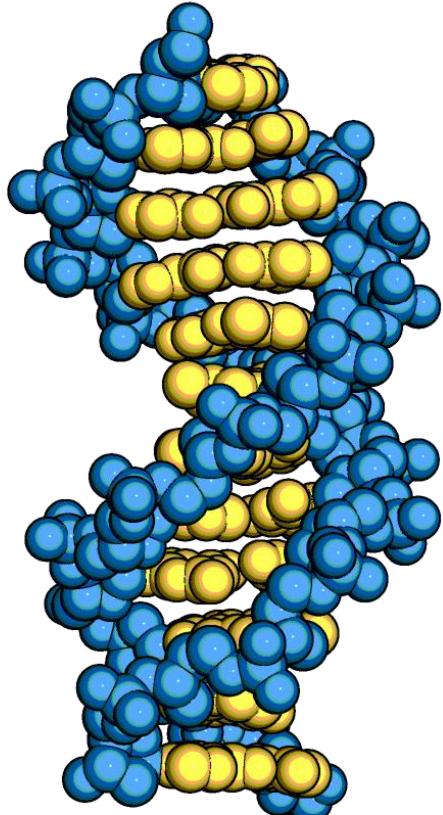
What is CSS?



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css



DNA



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Core Values



Research
Experience



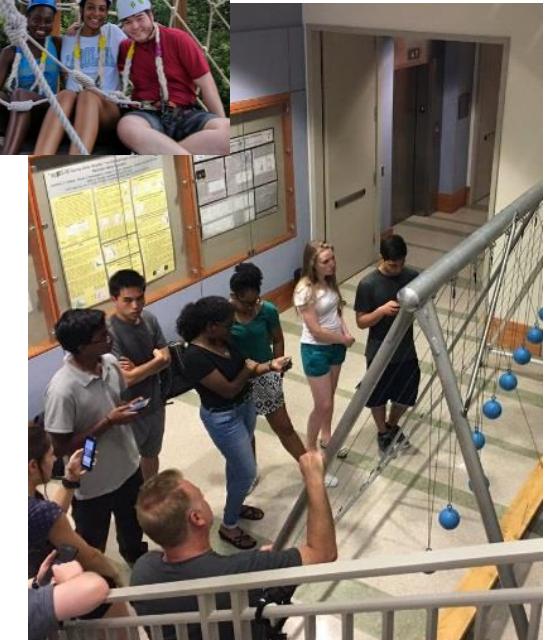
Community



Inclusion



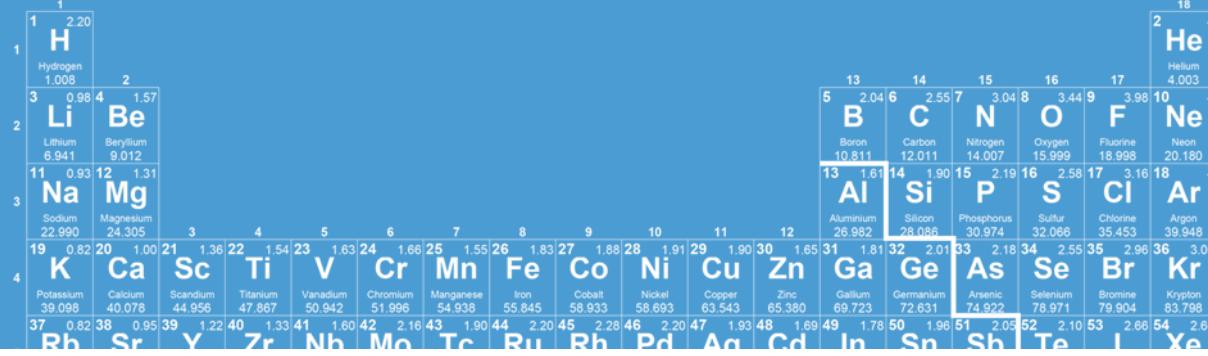
Academic
Excellence



CSS Program Elements

- \$10,000 (min.) per year merit scholarship
- Intensive summer program for incoming first-years
- Whole student advising, mentoring, counseling
- Priority registration, free tutoring

- Assistance with identifying research opportunities
- Development of academic and professional skills
- Discourse on issues of social justice
- GRE preparation



Why do we *need* CSS?



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Big opportunities for improvement

- National crisis: US is not producing enough STEM workers to remain competitive
- Solution: cultivate underdeveloped pools of talent (women and URM)
- UNC's problems:
 - Baccalaureate school of origin for only **6** African-American STEM PhD students per year (2002-2011)
 - Poor recruitment, retention, and advancement of URM STEM faculty

Excellence is possible

Successful outcomes



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CSS: We make great students even better

- Higher GPAs (**3.6 vs. 3.2**)
- Greater retention in STEM B.S. major (**90% vs. 38%**)
- Eliminated achievement gaps for URM students



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Scholars recognized in the press and win prestigious and competitive awards



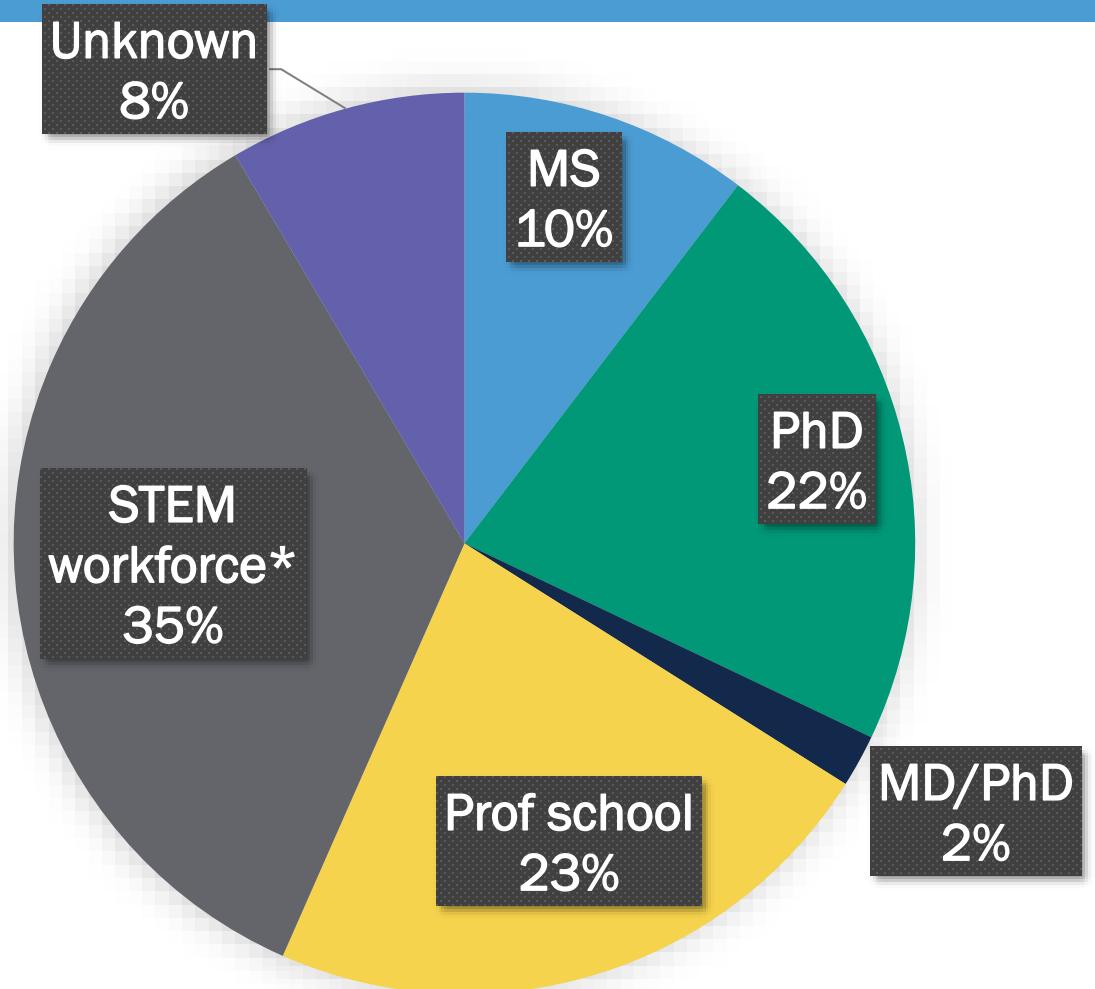
Overall graduate outcomes

106 Scholars graduated

25 in STEM PhD or MD/PhD programs

6 selected for prestigious NSF GRFP

92% graduates retained in STEM



Where are they now?



Berkeley
UNIVERSITY OF CALIFORNIA



UAB SCHOOL OF MEDICINE



Georgia Tech



Boston University



NC STATE
UNIVERSITY

EMORY
UNIVERSITY

HARVARD
UNIVERSITY

McKinsey&Company

Yale



Cleveland Clinic



Institute of Bioinformatics
UNIVERSITY OF GEORGIA

IQVIA™



UC DAVIS



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UNIVERSITY OF
SOUTH CAROLINA



JOHNS HOPKINS
UNIVERSITY

Major milestones

8 cohorts of scholars

247 scholars (~**70% URM**)

\$2.5 M grant from HHMI (2014-2019)

Raised **\$17 M** endowment within last three years

Published in *Science Magazine* (2019)

Scholars make a difference at Carolina

- Participate in community leadership
- Serve on committees at the request of the Chancellor
- Make their voices heard when we face challenges



What can you do to help?



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Step 1. Ask yourselves tough questions and give honest answers

- Why isn't your department more diverse?
- What have you changed to make your department more inclusive and equitable?
- What changes does your department really need to make in order to be more inclusive and equitable?
- What obstacles are in your way?

Step 2. Decide what to do and **TAKE ACTION!!!**

- Develop a plan for training/mentoring, recruitment, and retention
- Think outside the box and take bold action



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Thank you!

- Please reach out if you have questions or want to get more involved with CSS
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