



UNC

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**

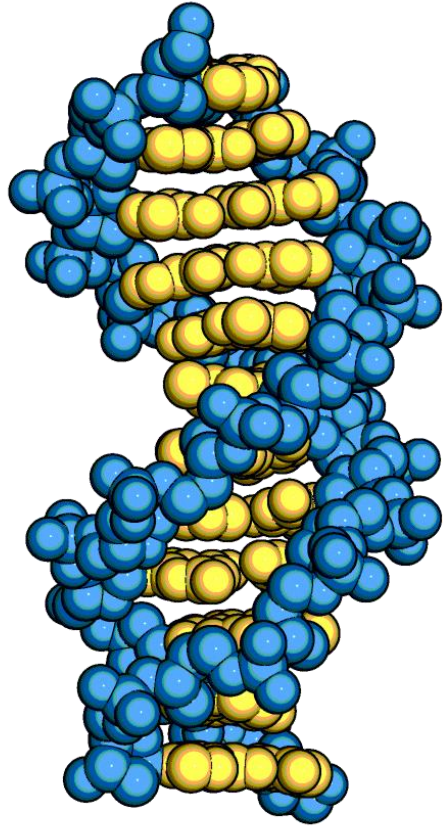
# What is CSS?



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# CSS



# DNA

## Core Values



Research  
Experience



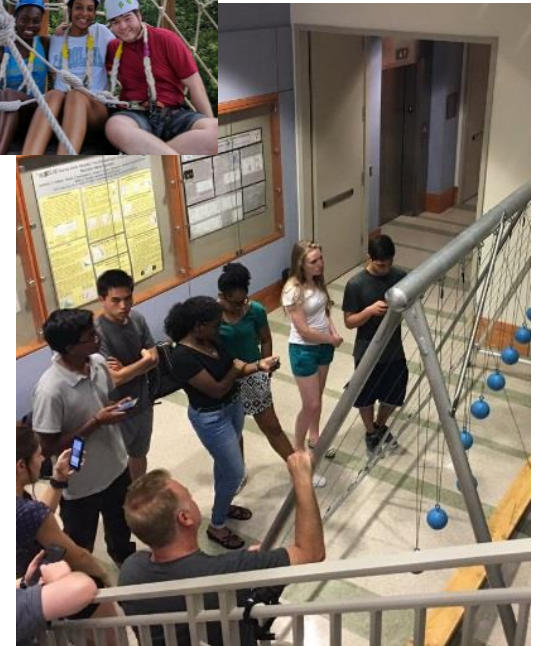
Community



Inclusion



Academic  
Excellence



# CSS Program Elements

1	2																	18
H Hydrogen 1.008																		He Helium 4.003
3	4																	10
Li Lithium 6.941	Be Beryllium 9.012																	Ne Neon 20.180
11	12																	18
Na Sodium 22.990	Mg Magnesium 24.305																	Ar Argon 39.948
19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
K Potassium 39.098	Ca Calcium 40.078	Sc Scandium 44.956	Ti Titanium 47.867	V Vanadium 50.942	Cr Chromium 51.996	Mn Manganese 54.938	Fe Iron 55.845	Co Cobalt 58.933	Ni Nickel 58.693	Cu Copper 63.543	Zn Zinc 65.380	Ga Gallium 69.723	Ge Germanium 72.631	As Arsenic 74.922	Se Selenium 78.971	Br Bromine 79.904	Kr Krypton 83.798	
37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	
Rb Rubidium 85.468	Sr Strontium 87.62	Y Yttrium 88.906	Zr Zirconium 91.224	Nb Niobium 92.906	Mo Molybdenum 95.94	Tc Technetium 98.906	Ru Ruthenium 101.07	Rh Rhodium 102.905	Pd Palladium 106.42	Ag Silver 107.868	Cd Cadmium 112.411	In Indium 114.818	Sn Tin 118.710	Sb Antimony 121.757	Te Tellurium 127.6	I Iodine 126.905	Xe Xenon 131.29	

- **\$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



# Scholars recognized in the press and win prestigious and competitive awards



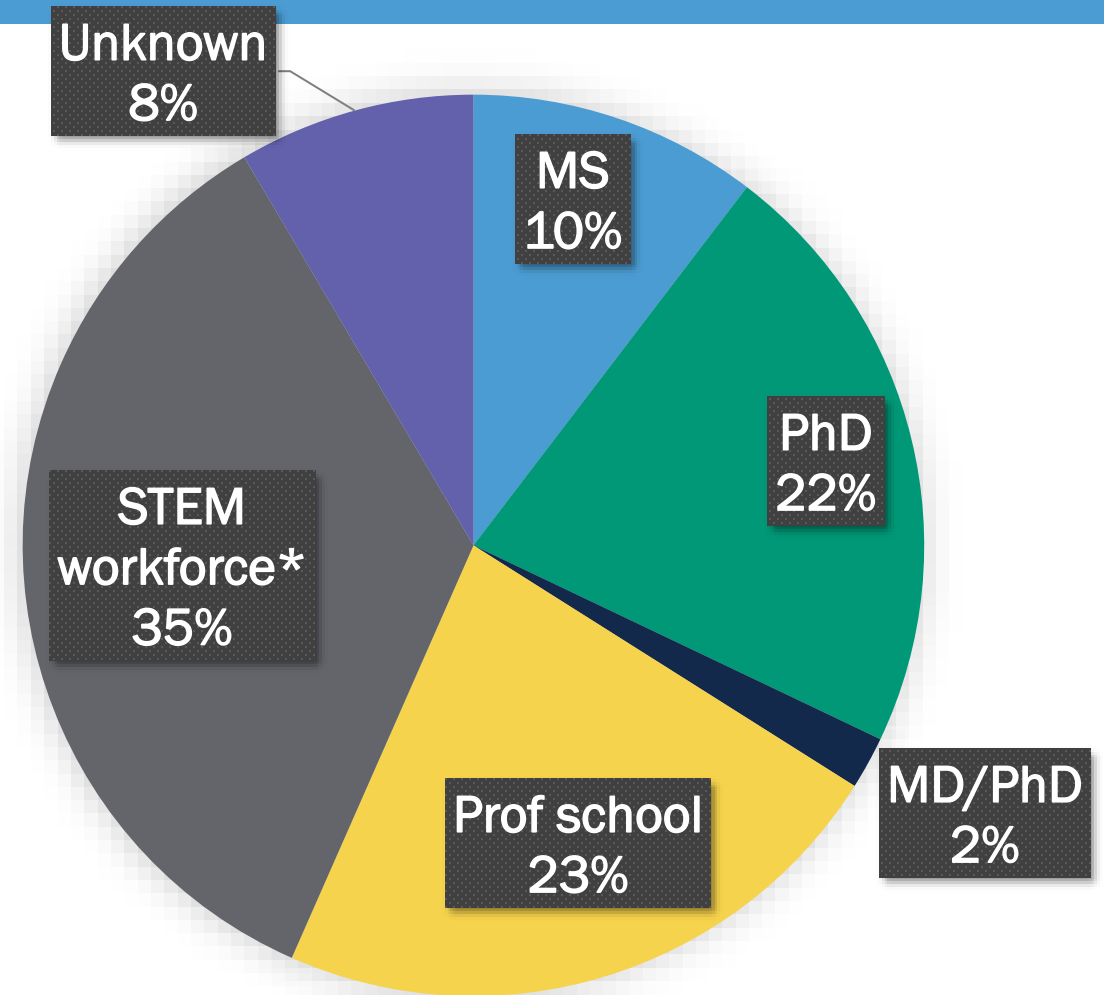
# Overall graduate outcomes

**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?



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# 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**



# Thank you!

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