The Ronald E. McNair Post-Baccalaureate Achievement Program: Enhancing the Academic Performance and Engagement of Diverse Students

A Case Study

► Process Improved: Academic performance and engagement to the academy of undergraduates from low income, first generation and underrepresented backgrounds

► Unit(s):

- In particular: The Office of Diversity Resources, Graduate School; TRIO Programs Office; and the Summer Undergraduate Research Programs (SURP).

- In General: the McNair Scholars program is a all campus program and needs the collaboration of all Student Academic Programs, for example the Academic Advancement Program, and the Cross College Advising Program as well as faculty and staff who serve as research mentors for our Scholars.

► Customers of the Process and Their Needs:

- Undergraduate students: must know that this program exists on campus, the benefits of the program, participation eligibility requirements, and the application process.

- McNair counselors: must understand the vision and mission of the program to effectively implement all program objectives.

- Student Academic Service Personnel: must have information about this program, including program brochures and applications that they can distribute to their advisees.

- The Office of Diversity Resources, Graduate School; and the U.S. Department of Education: Need regular, accurate and complete update on program implementation and outcomes.

► Problem/Opportunity Statement:

- High Achieving students from low income and first generation families and students who are underrepresented in the academy often do not have the information and resources to pursue Masters and Doctoral Studies or consider careers in the professoriate or research in industry. The purpose of this federally funded program is to increase the available pool of high caliber Ph.Ds from diverse backgrounds, for the professoriate.
► **Changes Made:** The Ronald E. McNair Post-Baccalaureate Achievement Program is both an intervention as well as a scholarship program that supports for high academic performance and provides participants with information and resources on graduate and post graduate studies as well as careers in the professoriate.

► **Results:** Shorter time to graduation, higher CGPA, students better prepared for graduate school, enrollment in graduate school, (even some rocket scientists!)

► **Lessons Learned:** Each student brings different needs, individualize counseling, team work and good communication amongst all customers is essential, communicate with national peers, update all customers regularly, good outreach methods, regular self evaluate: there is always room for program improvement.

► **Next Steps:** Conduct self evaluation and adjust implementation process based on evaluation

► **Contacts:**

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