

Fisk-Vanderbilt Master's-to-PhD Bridge Program

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RESEARCH ASSISTANT PROFESSOR

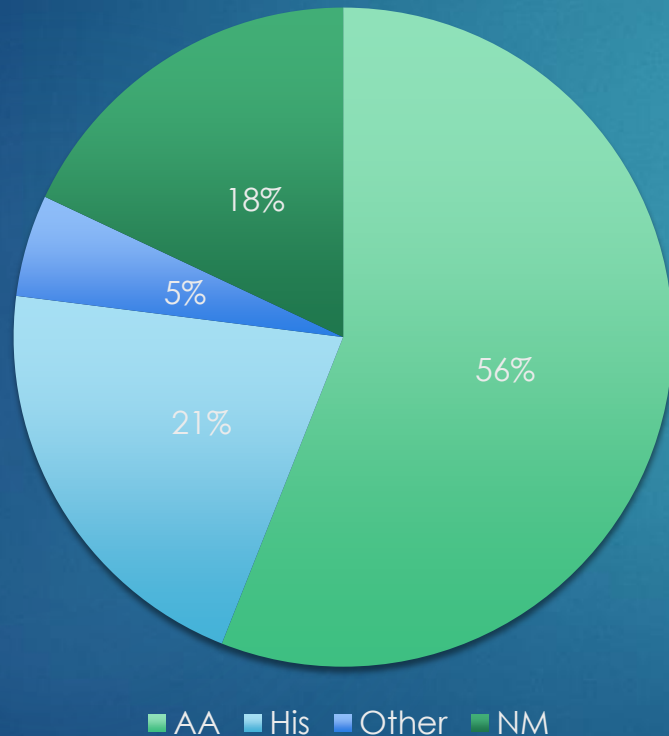


What is the Bridge Program?

- ▶ Started in 2004- the mission of the program is to increase underrepresented minorities in STEM
- ▶ MA at Fisk in Biology, Chemistry or Physics- divided into Tracks in Astronomy, Biology, Chemistry, Materials Science and Physics
- ▶ Students then attempt to “bridge” to Vanderbilt or another PhD granting institution
- ▶ Full program is seven-eight years
- ▶ Fisk and Vanderbilt have become top producers of minority scientists
- ▶ **Small gains in absolute numbers can have a Big proportional impact on a national scale**

Our Students

Student Demographics



- ▶ 56% African-American
- ▶ 21% Hispanic
- ▶ 5% Other Minority, including Native American, Native Hawaiian and Pacific Islander
- ▶ 18% White or other non-minority
- ▶ 54% Male and 46% Female
- ▶ Average incoming class size 6-8
- ▶ Number of Students that have applied to graduate school and been accepted - 100% (n=44)

The Model



Selection for and Improvement of Self-Efficacy

- ▶ “Belief in one’s ability to plan for and execute the steps necessary for future success” (Bandera, 1986)
- ▶ Standardized Test Scores and GPAs
 - ▶ GRE not required
 - ▶ GPA only part of the picture
- ▶ Interview Process focused on Non-Cognitive Attributes
 - ▶ Persistence/Grit
 - ▶ Evidence of Leadership
 - ▶ Drive
- ▶ Academic Preparation and Professional Development

Mentoring

- ▶ Peer Mentoring
 - ▶ Bridge Buddies
 - ▶ Group Problem Solving
- ▶ Bridge Post-Doctoral Fellows
 - ▶ Office Hours
 - ▶ Assigned First Year Master's or 4-5th year PhD Students
- ▶ Program Coordinators
- ▶ Track Coordinators
- ▶ Executive Director
- ▶ Advisor



Faculty Connections

- ▶ Enlist Faculty in the Program that are concerned about the issue of under-representation
- ▶ Begin Bridge Planning and Connecting Early
 - ▶ Selection of Committee
 - ▶ Group meeting attendance
 - ▶ Participation in Journal Clubs
- ▶ “Promotional” Events
- ▶ Internships, Meeting with Visitors- Job Connections!



Community Building

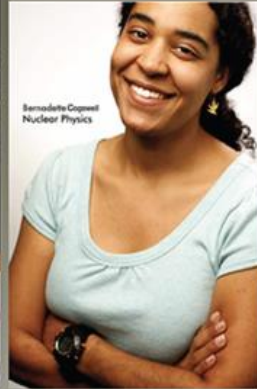
- ▶ Sense of Belonging- The Bridge Family
- ▶ Solidification of the Cohort- Boot Camp
- ▶ Independent Social Activities
- ▶ Recognition of Success
 - ▶ Student and Faculty E-mail List Announcements
 - ▶ Accomplishment Review
- ▶ Evening Seminar Series
 - ▶ Fellowship and Role- Modeling
- ▶ Research Celebration Day
 - ▶ Student Driven
 - ▶ Student Key Note



<http://www.vanderbilt.edu/gradschool/bridge>



Rose Perez,
Materials Science



Bernadette Cogwell,
Nuclear Physics



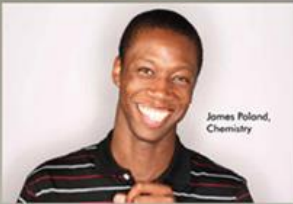
Shawn Eastman,
Materials Science



Ramita King, Biology



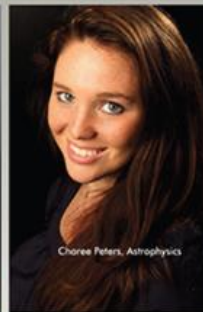
Brittany Kamal, Astrophysics



James Polard,
Chemistry



Stacey Lawrence, Biology



Charee Peters, Astrophysics



Adrian Parker, Materials Science



Fabienne Bastien, Astrophysics

you can
Reach for the Ph.D.
tú puedes

