

# T.H.R.I.V.E Inventory

Thank you for agreeing to provide information for our interactive database. The database is part of the larger publication, Academic Pipeline Programs: Diversifying Pathways from the Bachelors to the Professoriate. It serves as a comprehensive resource guide to transfer knowledge to multiple audiences (i.e., parents, undergraduate and graduate students, post docs, faculty, college/university and graduate school administrators) Our database includes a special subset of HBCU STEM programs (STEM-US Database, funded by the HBCU STEM-US center at Morehouse College). We are in need of additional initiatives that prepare individuals for the journey from K-12 to careers in academe.

Your program will be GIS mapped to its location. It is very important that you provide an accurate address in the program overview section of the inventory below (street, city, state, zipcode) for the GIS mapping component.

Audiences will learn more about your program via your T.H.R.I.V.E. Inventory Profile. THRIVE is an acronym that stands for T – Type of Program; H – History of Program; R – Research Preparation; I – Inclusion and Identity; V – Voice given to students; E – Expectation (what participants will receive and program outcomes).

If your program supports several levels of the pipeline ( i.e. pre-collegiate (K-12), collegiate, graduate, post-doctoral, and/or faculty), please complete the inventory for each one of your programs. You will have the opportunity to upload a narrative about each program at the end of the inventory if there are details that are not captured by the inventory questions.

Completion of the survey will take approximately 20-25 minutes. You will be able to upload any existing documents to support your responses as well.

Please answer each of the questions below about your academic pipeline program.

\* Required

1. Email address \*

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### Program Overview

2. Please provide the full name of your academic pipeline program. \*

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3. Please provide the name of the institution, company, or organization that houses your program ( if you are not affiliated with a parent organization, type ... ). \*

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4. Please provide the website (url) for your program. \*

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5. Please provide the application deadline (s) for your program (month, date). \*

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6. Does your program accept new sites? \*

*Mark only one oval.*

YES

NO

7. Who is the point of contact for your program (prefix first name, last name, suffix, title)? \*

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8. Program street address ( e.g., 456 Main St.) \*

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9. Program City \*

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## 10. Program State/US Territory \*

*Mark only one oval.*

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire

- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming
- American Samoa
- Guam
- Northern Mariana Islands
- Puerto Rico
- Virgin Islands

11. Program Zip Code \*

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12. Where is your program housed geographically within the US? (Select all that apply)

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*Check all that apply.*

- Northeast
- Southeast
- Northwest
- Southwest
- Midwest
- Nationwide (Multiple sites within the US)
- Territory
- Outside of 48 Contiguous States

Other:  \_\_\_\_\_

13. Please provide more specific information about your program's geographic location if you selected "Other" ( otherwise type ...):

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14. Please provide short description of program (can be from your website, 1000 characters maximum)? \*

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### Program Benefits

15. Please list the Program Benefits (i.e., stipend/compensation, conference travel, conference preparation, housing, access to facilities, professional development, academic course credit, future employment) that are relevant to program participants (1000 characters maximum) \*

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Type

16. Which level of the pipeline does your program represent? (select all that apply) \*

*Check all that apply.*

- Pre-Collegiate
- Collegiate
- Postbaccalaureate
- Graduate
- Postdoctoral
- Faculty/Administrative

Other:  \_\_\_\_\_

17. Which label describes the institution where your program is located? (Select all that apply)

*Check all that apply.*

- K-12
- Community College
- Foundation
- Minority Serving Institution [e.g., Alaska Native and Native Hawaiian Serving Institutions, Asian American Native American Pacific Islander Serving Institutions (AANAPISIs), Hispanic-Serving Institutions (HSI), Historically Black Colleges and Universities (HBCUs), Minority Serving Institution (MSI), Tribally Controlled Colleges and Universities (TCCUs)]
- Predominantly White Institution (PWI)
- Non-Profit
- Not applicable/ Not Restricted (including governmental agencies)

Other:  \_\_\_\_\_



## 18. Which disciplines are eligible to apply? (Select all that apply) \*

*Check all that apply.*

- Not discipline specific
- Business Management
- Communication
- Computer & Information Sciences
- Education
- Engineering (Civil Engineering, Civil Engineering Technology, Computer Engineering, Computer Science, Electrical Engineering, Electrical Engineering Technology, General Engineering Technology, Mechanical Engineering, Mechanical Engineering Technology, Modeling & Simulation Engineering)
- Humanities (History, Foreign Languages and Literature, Letters)
- Library Sciences
- Life Sciences (Agricultural Sciences/ Natural Resources, Biological/ Biomedical Sciences, Health Sciences, Public Health)
- Mathematics
- Neuroscience
- Physical Sciences ( Astronomy, Atmospheric Science & Meteorology, Chemistry, Geological & Earth Sciences, Ocean/ Marine Sciences, Physics)
- Professional (Dentistry, Law, Medical Sciences, Nursing, Pharmacy)
- Social Sciences (Anthropology, Ethnic/Cultural Studies, Criminal Justice, Economics, Gender & Women's Studies, Geography, Gerontology, Applied Linguistics, Political Science, Psychology, Sociology)

## 19. How is your program funded or supported? \*

*Check all that apply.*

- Centers for Disease Control and Prevention (CDC)
- US Department of Agriculture (USDA)
- US Department of Commerce (DOC)
- US Department of Defense (DOD)
- US Department of Education (ED)
- US Department of Energy (DOE)
- US Department of Health and Human Services (HHS)
- US Department of Homeland Security (DHS)
- US Department of the Interior (DOI)
- US Department of Labor (DOL)
- US Department of Transportation (DOT)
- National Aeronautics and Space Administration (NASA)
- National Endowment for the Arts (NEA)
- National Science Foundation (NSF)
- National Institutes of Health (NIH)
- Howard Hughes Medical Institute (HHMI)
- Veterans Affairs
- Discipline Specific Society
- Institutional Funding (e.g, President's Office, Provost Office, College or Academic Unit, Departmental Funding)
- Private Foundation
- State Funding
- Other Source
- Multiple Sponsors

Other:  \_\_\_\_\_

20. Please provide more specific information about your funding source(s) if you selected Discipline Specific Society, Institutional Funding, Private Foundation, State Funding, Other Source or Multiple Sponsors ( otherwise type ...):

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### History

Tell us more about the historical background of your program

21. When was your program established? (Est. month year) \*

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22. How many individuals have been served by the program since its inception (n/a if this details is not available)? \*

*Mark only one oval.*

- 0-50
- 51-100
- 101-500
- 501-1000
- 1001-1500
- 1501-2000
- 2001-2500
- 2501-3000
- 3001-3500
- 3501-4000
- 4001-4500
- 4501-5000
- 5001-5500
- 5501-6000
- 6001-6500
- 6501-7000
- 7001-7500
- 7501-8000
- 8001-8500
- 8501-9000
- 9001-9500
- 9501-10,000
- > 10,000
- n/a

23. Please list up to 5 notable alumni in the preferred format: First Name Last Name, Degree, Title, Discipline (at minimum provide First Name Last Name) Separate each with alumna or alumnus with a semicolon. ( If not available, type "...") \*

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### Research Preparation

24. Please select the research components or any activities that your program provides (Select all that apply) \*

*Check all that apply.*

- mentored research experience(s)
- program sponsored (in-house) professional development sessions/ coursework (e.g.,workshops, test preparation, mini-courses, specialized course, conference presentations, resume/cv building, tutoring, professional development etiquette
- funding to attend professional development sessions/coursework (e.g., conference travel, professional development session/coursework registration fee, application fee waiver, book purchase
- stipend/compensation
- mentor honorarium/stipend
- development of intellectual property
- Other:  \_\_\_\_\_

25. Please provide a description of any of the research components or any of the activities that you selected above. Include titles of workshops, courses, etc as well as details related to any professional skill building activities (e.g., quantitative or qualitative research methods, professional scholarship) If not available, type "...") \*

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### Identity

26. Select any of the following social identity characteristics (Worthington, 2012) that are associated with your program's components/activities. \*

*Check all that apply.*

- age
- disability
- first-generation
- gender
- language use (e.g. bilingualism, bidialectalism)
- military/veteran status
- foreign born (e.g., undocumented immigrants, non-citizen of the US)
- political ideology
- race/ethnicity
- religion
- sexual orientation
- socioeconomic status (e.g. low-income)

27. Which racial/ethnic minority groups does your program provide specialized programming? (check all that apply) \*

*Check all that apply.*

- American Indian
- Asian
- Black
- Hispanic/ Latinx groups
- Multi-racial
- Pacific Islander, Alaska Native, Native Hawaiians
- Does not provide racial/ethnic minority group specialized programming

Other:  \_\_\_\_\_

28. Please describe how your program addresses self-efficacy (one's perceived competence) in its participants (e.g. academic, scientific, etc.; 500 characters maximum; If not available, type "..."). \*

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29. How does your program acknowledge or affirm individuals' different identities, strengths, or needs ?( If not available, type "..."; 500 characters maximum) \*

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Inclusion

30. Select any of the following inclusionary practices/activities that are utilized in your program (Select all that apply) (University of Michigan Office of Diversity, Equity, & Inclusion CRLT) \*

*Check all that apply.*

- Specialized Pedagogical practices (e.g. multicultural teaching practices; usage of gender pronouns))
  - Specialized Curricula/Workshops (e.g. training for participants, directors and/or faculty on imposter syndrome, implicit bias, microaggressions)
  - Structured Dialogues and Interactions (e.g. lab discussions, one-on-one sessions, virtual dialogues)
  - Orientation (e.g. reviewing norms, expectations, structures, goals, and/or protocols )
  - Personalized Counseling services
  - Development of Academic Sense of Belongingness (e.g. Meetings with doctoral scholars, peer researchers, exchanges at academic conferences)
  - Creation of a Safe space/ climate/environment
  - None of the above
- Other:  \_\_\_\_\_

31. Please provide more details about your program's inclusionary practices? (If not available, type "..."; 500 characters maximum) \*

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Voice



32. What types of activities does your program provide to empower underrepresented groups as they pursue degrees or a profession? (Select all that apply) \*

*Check all that apply.*

- academic recognition (i.e. research credibility, prestige)
- coaching
- feeder pathways (e.g. existing partnerships with programs at similar or next level of the academic pipeline)
- institutional alliances
- knowledge transfer to the community (e.g., parents, peers, stakeholders)
- publication opportunities
- mentoring opportunities

Other:  \_\_\_\_\_

33. How does your program incorporate mentoring components (check all that apply) (Nora & Crisp, 2007)? \*

*Check all that apply.*

- Mentoring is not used in our program
- Mentors are peers of program participants (near-peer, tiered peer, etc.)
- Mentors provide regular scheduled meetings with mentees
- Mentors provide psychological and or emotional support
- Mentors exchange social displays of scientific knowledge and practices
- Mentees are show academic customs , pitfalls, departmental politics and taboos
- Mentors provide support with goal setting and or career planning
- Mentees are allowed to attend events with mentors (i.e., dinners, social events, conferences, retreats)
- Mentors provide support with academic or discipline specific knowledge through direct teaching
- Mentors provide mentees with access to academic resources (i.e.g precollegiate/collegiate/graduate/postdoc/ faculty training; standardized test preparation; writing workshops, research workshops, tenure and promotion information)
- Mentor recognizes the value of mentor (i.e., co-authorship, graduate school/employment references)

34. In what ways do past participants (e.g. alumni) help make decisions? \*

Check all that apply.

- review applications
- coach current participants
- mentor current participants
- serve as workshop speakers
- submit performance evaluations highlighting their successes
- None of the above

Other:  \_\_\_\_\_

35. How is your program intentional about celebrating and privileging voice, allowing participants to bring their experiences and perspectives to the conversation? (McLeod, 2011; If not available, type "...") \*

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36. Describe how your program allows participants to have collaborative discussions with everyone and debate issues while promoting diversity and inclusion? (McLeod, 2011; If not available, type "...") \*

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Expectation

37. What evaluation methods are used to substantiate your program's outcomes? \*

*Check all that apply.*

- external review/evaluation
- annual performance report
- site visits
- program survey
- None of the above

Other:  \_\_\_\_\_

38. Please provide more specific information evaluation methods are used to substantiate your program's outcomes if you selected "Other" (If not available, type "..."):

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39. Please select the anticipated participant outcomes for your program (Select all that apply)? \*

*Check all that apply.*

- completing a course(s)
  - conducting research (e.g., course-based, laboratory-based, apprentice-based, discovery-based)
  - developing intellectual property (e.g., artwork, inventions, scholarly work, bacteriophages, genomic sequences, algorithms, software, etc.)
  - publishing a scholarly work as defined by an academic discipline
  - presenting at a conference/symposium
  - increasing academic skill area (s)
  - persisting through current degree program
  - earning acceptance to graduate school
  - completing a capstone or thesis project
  - earning a degree
  - obtaining employment (industry or other sector)
  - moving to the next level of the pipeline (e.g. high school to college; college to grad school; grad school to post doc; graduate to faculty)
  - mentoring program alumni
  - persistence in research (e.g., applying to other research programs, completing other mentored research experiences)
- Other:  \_\_\_\_\_

40. Please provide more specific information about your program's participant outcomes if you selected "Other" ( If not available, type "..."):

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41. Please provide program outcome data related to degrees earned by program participants (e.g. number of high school diplomas and/or college degrees and/or, graduate degrees earned, etc.) If not available, type "...". \*

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42. Provide a detailed description of your programs' key performance indicators, metrics, or evaluation components. \*

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43. Provide a detailed description of your program in a narrative format that includes characteristics of your program not mentioned in the previous questions (You may upload files, brochures, etc.)

Files submitted:

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