WEBVTT

00:00:00.000 --> 00:00:01.125 Good morning everyone.

00:00:01.125 --> 00:00:02.625 Welcome to the Department

00:00:02.625 --> 00:00:04.200 of Psychiatry grand rounds.

00:00:04.200 --> 00:00:05.310 I'm Cindy Cristom,

00:00:05.310 --> 00:00:06.790 deputy chair for diversity,

00:00:06.790 --> 00:00:09.010 equity and inclusion in the Department,

00:00:09.010 --> 00:00:11.502 and we have a very important grand

00:00:11.502 --> 00:00:13.850 rounds today focused on the recruitment

00:00:13.850 --> 00:00:15.860 and retention of minorities in

00:00:15.860 --> 00:00:17.770 the Sciences and engineering.

00:00:17.770 --> 00:00:19.630 Before I turn the program over

00:00:19.630 --> 00:00:21.405 to Doctor Sinha to introduce

00:00:21.405 --> 00:00:23.277 our speaker doctor Summers,

00:00:23.280 --> 00:00:25.849 I want to say a few words

NOTE Confidence: 0.84756243

00:00:25.849 --> 00:00:26.950 about the diversity,

NOTE Confidence: 0.84756243

00:00:26.950 --> 00:00:29.146 equity and inclusion in anti racism.

NOTE Confidence: 0.84756243

00:00:29.150 --> 00:00:30.614 Work in the Department.

NOTE Confidence: 0.84756243

00:00:30.614 --> 00:00:32.444 As some of you know,

NOTE Confidence: 0.84756243

00:00:32.450 --> 00:00:35.019 we have a longstanding commitment to DVI,

NOTE Confidence: 0.84756243

00:00:35.020 --> 00:00:36.868 but in 2014 that a commitment was

NOTE Confidence: 0.84756243

00:00:36.868 --> 00:00:38.930 deep in with the establishment of

NOTE Confidence: 0.84756243

00:00:38.930 --> 00:00:40.940 the Diversity Taskforce which made

NOTE Confidence: 0.84756243

00:00:40.940 --> 00:00:42.730 some important recommendations,

NOTE Confidence: 0.84756243

00:00:42.730 --> 00:00:44.670 including the stablishment of a

NOTE Confidence: 0.84756243

00:00:44.670 --> 00:00:46.610 Standing Diversity Committee and the

NOTE Confidence: 0.84756243

00:00:46.672 --> 00:00:48.897 Assistant Chair for Diversity Position.

NOTE Confidence: 0.84756243

00:00:48.900 --> 00:00:51.324 Then with the events of last

NOTE Confidence: 0.84756243

00:00:51.324 --> 00:00:54.060 year we added anti racism work,

NOTE Confidence: 0.84756243

00:00:54.060 --> 00:00:56.862 including the Anti Racism Task Force

NOTE Confidence: 0.84756243

00:00:56.862 --> 00:00:59.598 and the Steering Committee for the

NOTE Confidence: 0.84756243

00:00:59.598 --> 00:01:01.956 Anti Racism Task Force has been

NOTE Confidence: 0.84756243

00:01:01.956 --> 00:01:04.377 meeting since October of last year.

NOTE Confidence: 0.84756243

00:01:04.380 --> 00:01:06.530 RDI and anti racism efforts

NOTE Confidence: 0.84756243

00:01:06.530 --> 00:01:08.680 are focused in four areas.

NOTE Confidence: 0.84756243

00:01:08.680 --> 00:01:10.830 The first is policy procedures

NOTE Confidence: 0.84756243

00:01:10.830 --> 00:01:11.690 and accountability.

NOTE Confidence: 0.84756243

00:01:11.690 --> 00:01:13.410 The second is recruitment,

NOTE Confidence: 0.84756243

00:01:13.410 --> 00:01:14.700 retention and advancement.

NOTE Confidence: 0.84756243

00:01:14.700 --> 00:01:17.934 The third is educational program so our

NOTE Confidence: 0.84756243

00:01:17.934 --> 00:01:20.769 training programs but also grand rounds.

NOTE Confidence: 0.84756243

00:01:20.770 --> 00:01:22.900 And the 4th area is representation

NOTE Confidence: 0.84756243

00:01:22.900 --> 00:01:23.965 in public spaces,

NOTE Confidence: 0.84756243

00:01:23.970 --> 00:01:27.818 so the images that we see around us.

NOTE Confidence: 0.84756243

00:01:27.820 --> 00:01:30.070 Our work spans the educational,

NOTE Confidence: 0.84756243

00:01:30.070 --> 00:01:31.870 clinical and research missions

NOTE Confidence: 0.84756243

00:01:31.870 --> 00:01:33.220 of the Department,

NOTE Confidence: 0.84756243

00:01:33.220 --> 00:01:35.356 an we interface with DI and

NOTE Confidence: 0.84756243

00:01:35.356 --> 00:01:37.400 anti racism efforts in our

NOTE Confidence: 0.84756243

00:01:37.400 --> 00:01:39.584 affiliated institutions and also

NOTE Confidence: 0.84756243

00:01:39.584 --> 00:01:41.768 in our Community collaborations.

NOTE Confidence: 0.84756243

00:01:41.770 --> 00:01:43.562 We are large Department,

NOTE Confidence: 0.84756243

00:01:43.562 --> 00:01:47.169 over 1000 people an we attend a faculty,

NOTE Confidence: 0.84756243

00:01:47.170 --> 00:01:48.418 staff and trainees.

NOTE Confidence: 0.84756243

00:01:48.418 --> 00:01:51.744 We are engaged in a tremendous amount of

NOTE Confidence: 0.84756243

00:01:51.744 --> 00:01:54.768 work that's carried out by a lot of people.

NOTE Confidence: 0.84756243

00:01:54.770 --> 00:01:55.946 Not just me,

NOTE Confidence: 0.84756243

00:01:55.946 --> 00:01:58.298 but in every institution there are

NOTE Confidence: 0.84756243

00:01:58.298 --> 00:02:00.794 people engaged in this work and

NOTE Confidence: 0.84756243

00:02:00.794 --> 00:02:02.824 every aspect of our Department.

NOTE Confidence: 0.84756243

00:02:02.830 --> 00:02:05.134 And I would say in the last year there

NOTE Confidence: 0.84756243

00:02:05.134 --> 00:02:07.467 is increased commitment at all levels

NOTE Confidence: 0.84756243

00:02:07.467 --> 00:02:10.349 of the Department to becoming more diverse,

NOTE Confidence: 0.84756243

00:02:10.350 --> 00:02:12.246 more equitable and inclusive.

NOTE Confidence: 0.84756243

00:02:12.246 --> 00:02:13.668 An less racist.

NOTE Confidence: 0.84756243

00:02:13.670 --> 00:02:16.955 We have learned a lot and made some progress,

NOTE Confidence: 0.84756243

00:02:16.960 --> 00:02:19.150 yet we still have a lot

NOTE Confidence: 0.84756243

00:02:19.150 --> 00:02:20.610 to learn and accomplish,

NOTE Confidence: 0.84756243

00:02:20.610 --> 00:02:22.430 and these are long-term endeavors.

NOTE Confidence: 0.84756243

00:02:22.430 --> 00:02:25.013 I know that we can learn a lot today

NOTE Confidence: 0.84756243

00:02:25.013 --> 00:02:27.538 from the Meyerhoff Scholars Program,

NOTE Confidence: 0.84756243

00:02:27.540 --> 00:02:30.012 and I look forward to your ideas of

NOTE Confidence: 0.84756243

00:02:30.012 --> 00:02:32.916 how we can apply elements of what we

NOTE Confidence: 0.84756243

00:02:32.916 --> 00:02:35.569 learn about today to our Department.

NOTE Confidence: 0.84756243

00:02:35.570 --> 00:02:39.220 So I'm going to turn it over to Doctor Sinha.

NOTE Confidence: 0.82839406

00:02:41.170 --> 00:02:44.440 Thank you so much Cindy.

NOTE Confidence: 0.82839406

00:02:44.440 --> 00:02:46.750 It is my pleasure to welcome

NOTE Confidence: 0.82839406

00:02:46.750 --> 00:02:49.497 you all to today's grand rounds

NOTE Confidence: 0.82839406

00:02:49.497 --> 00:02:51.737 with Doctor Michael Summers.

NOTE Confidence: 0.82839406

00:02:51.740 --> 00:02:53.940 Doctor Summers is the University

NOTE Confidence: 0.82839406

00:02:53.940 --> 00:02:54.820 Distinguished Professor

NOTE Confidence: 0.82839406

00:02:54.820 --> 00:02:56.750 at University of Maryland,

NOTE Confidence: 0.82839406

00:02:56.750 --> 00:02:58.570 Baltimore County in the

NOTE Confidence: 0.82839406

00:02:58.570 --> 00:02:59.935 Department of Chemistry.

NOTE Confidence: 0.82839406

00:02:59.940 --> 00:03:02.964 He is also Howard Hughes investigator

NOTE Confidence: 0.82839406

00:03:02.964 --> 00:03:06.074 and holds the Meyerhoff Chair for

NOTE Confidence: 0.82839406

00:03:06.074 --> 00:03:09.609 Excellence in research and mentoring at UMBC.

NOTE Confidence: 0.82839406

00:03:09.610 --> 00:03:12.634 He received his bachelors in chemistry

NOTE Confidence: 0.82839406

00:03:12.634 --> 00:03:15.535 from the University of West Florida

NOTE Confidence: 0.82839406

00:03:15.535 --> 00:03:18.314 in 1980 and then his PhD from

NOTE Confidence: 0.82839406

00:03:18.314 --> 00:03:20.261 Emory University in bioinorganic

NOTE Confidence: 0.82839406

00:03:20.261 --> 00:03:23.189 Chemistry in 1984 and then was

NOTE Confidence: 0.82839406

00:03:23.189 --> 00:03:26.824 a postdoc fellow at NIH until 87

NOTE Confidence: 0.82839406

00:03:26.824 --> 00:03:29.822 before joining the faculty at UMBC

NOTE Confidence: 0.82839406

00:03:29.822 --> 00:03:33.054 in 87 and has been there since then.

NOTE Confidence: 0.82839406

00:03:33.060 --> 00:03:36.147 In 1994 he was appointed investigator with

NOTE Confidence: 0.82839406

00:03:36.147 --> 00:03:39.160 the Howard Hughes Medical Institute Ann.

NOTE Confidence: 0.82839406

00:03:39.160 --> 00:03:40.062 In 2016.

NOTE Confidence: 0.82839406

00:03:40.062 --> 00:03:42.768 He was elected to the National

NOTE Confidence: 0.82839406

00:03:42.768 --> 00:03:44.580 Academy of Sciences.

NOTE Confidence: 0.82839406

00:03:44.580 --> 00:03:47.514 Doctor Summers has is an eminent

NOTE Confidence: 0.82839406

00:03:47.514 --> 00:03:50.045 researcher and with the focus

NOTE Confidence: 0.82839406

00:03:50.045 --> 00:03:52.450 on NMR studies of proteins,

NOTE Confidence: 0.82839406

00:03:52.450 --> 00:03:53.923 RNA macromolecular interactions

NOTE Confidence: 0.82839406

00:03:53.923 --> 00:03:55.396 associated with HIV,

NOTE Confidence: 0.82839406

00:03:55.400 --> 00:03:59.396 one genome packaging and virus assembly.

NOTE Confidence: 0.82839406

00:03:59.400 --> 00:04:02.672 He is not going to be talking to

NOTE Confidence: 0.82839406

00:04:02.672 --> 00:04:05.989 us about that aspect of his work.

00:04:05.990 --> 00:04:08.432 He has also led efforts to

00:04:08.432 --> 00:04:10.060 develop programs for retaining

00:04:10.138 --> 00:04:12.568 minority students in the Sciences,

00:04:12.570 --> 00:04:14.910 and this work has has really

00:04:14.910 --> 00:04:17.546 taken off and and brought him

00:04:17.546 --> 00:04:20.026 a number of different awards.

00:04:20.030 --> 00:04:20.980 Numerous awards,

00:04:20.980 --> 00:04:21.455 really,

00:04:21.455 --> 00:04:24.305 because he's really led the field

00:04:24.305 --> 00:04:27.481 in helping us think about how to

00:04:27.481 --> 00:04:29.700 increase diversity in STEM area.

00:04:29.700 --> 00:04:32.166 Doctor Summers is a recipient of

00:04:32.166 --> 00:04:34.880 the Roots Kersting Award of the

00:04:34.880 --> 00:04:37.365 American Society of Biochemistry and

00:04:37.365 --> 00:04:39.728 Molecular Biology, and several others.

00:04:39.728 --> 00:04:42.920 I'll name a couple of key ones.

NOTE Confidence: 0.82839406

00:04:42.920 --> 00:04:45.992 The A as B MB award for exemplary

NOTE Confidence: 0.82839406

00:04:45.992 --> 00:04:47.792 contributions to education and

NOTE Confidence: 0.82839406

00:04:47.792 --> 00:04:50.648 the Mentor Award of the American

NOTE Confidence: 0.82839406

00:04:50.648 --> 00:04:53.154 Association for the Advancement of

NOTE Confidence: 0.82839406

00:04:53.154 --> 00:04:56.100 Science and then the White House

NOTE Confidence: 0.82839406

00:04:56.100 --> 00:04:58.061 Presidential Award for Science,

NOTE Confidence: 0.82839406

00:04:58.061 --> 00:05:00.009 Mathematics and engineering mentoring.

NOTE Confidence: 0.82839406

00:05:00.010 --> 00:05:02.104 We are thrilled to have Doctor

NOTE Confidence: 0.82839406

00:05:02.104 --> 00:05:04.533 Summers speak with us today about

NOTE Confidence: 0.82839406

00:05:04.533 --> 00:05:06.457 the Meyerhoff Scholars Program,

NOTE Confidence: 0.82839406

00:05:06.460 --> 00:05:09.274 which he started and has shown amazing,

NOTE Confidence: 0.82839406

00:05:09.280 --> 00:05:11.460 successful outcomes and what I've

NOTE Confidence: 0.82839406

00:05:11.460 --> 00:05:14.068 really been interested in is the

NOTE Confidence: 0.82839406

00:05:14.068 --> 00:05:16.180 success of his program has been

NOTE Confidence: 0.82839406

00:05:16.180 --> 00:05:19.348 described in a recent science paper as well,

9

NOTE Confidence: 0.82839406

00:05:19.350 --> 00:05:21.919 and the program has been established at

NOTE Confidence: 0.82839406

00:05:21.919 --> 00:05:24.385 a number of other universities which

NOTE Confidence: 0.82839406

00:05:24.385 --> 00:05:27.402 I'm sure we're going to hear about,

NOTE Confidence: 0.82839406

00:05:27.410 --> 00:05:28.622 including Stanford, Duke,

NOTE Confidence: 0.82839406

00:05:28.622 --> 00:05:30.465 Penn State, UNC Chapel Hill.

NOTE Confidence: 0.82839406

00:05:30.465 --> 00:05:33.456 An others so please join me in welcoming

NOTE Confidence: 0.82839406

00:05:33.456 --> 00:05:36.420 Doctor Summers to grand rounds today.

NOTE Confidence: 0.82839406

00:05:36.420 --> 00:05:37.100 Practicing thank

NOTE Confidence: 0.80590326

00:05:37.100 --> 00:05:38.420 you so much Vegeta.

NOTE Confidence: 0.80590326

00:05:38.420 --> 00:05:40.830 It's a real pleasure to be here.

NOTE Confidence: 0.80590326

00:05:40.830 --> 00:05:43.196 For those of you who joined more.

NOTE Confidence: 0.80590326

00:05:43.200 --> 00:05:44.865 More conversation just more recently

NOTE Confidence: 0.80590326

00:05:44.865 --> 00:05:47.405 I just wanted to point out that Yale

NOTE Confidence: 0.80590326

00:05:47.405 --> 00:05:49.302 was one of our early partners with

NOTE Confidence: 0.80590326

00:05:49.362 --> 00:05:51.338 our meyerhof undergraduate program.

NOTE Confidence: 0.80590326

00:05:51.340 --> 00:05:53.035 I'll talk to you about

NOTE Confidence: 0.80590326

00:05:53.035 --> 00:05:54.730 the program in a minute,

NOTE Confidence: 0.80590326

00:05:54.730 --> 00:05:56.758 but many of our early Meireles

NOTE Confidence: 0.80590326

00:05:56.758 --> 00:05:58.460 scholars were accepted into Duke,

NOTE Confidence: 0.80590326

00:05:58.460 --> 00:06:00.188 so they were they were reaching

NOTE Confidence: 0.80590326

00:06:00.188 --> 00:06:02.610 out to us and working with us

NOTE Confidence: 0.80590326

00:06:02.610 --> 00:06:04.218 to accept minority students.

NOTE Confidence: 0.80590326

00:06:04.220 --> 00:06:05.732 When this wasn't normally

NOTE Confidence: 0.80590326

00:06:05.732 --> 00:06:07.244 done around the country.

NOTE Confidence: 0.80590326

00:06:07.250 --> 00:06:09.941 And so a lot of our earliest PHD's in

NOTE Confidence: 0.80590326

00:06:09.941 --> 00:06:12.866 MD PHD's got their degrees from Yale,

NOTE Confidence: 0.80590326

00:06:12.870 --> 00:06:14.565 so it's really exciting for

NOTE Confidence: 0.80590326

00:06:14.565 --> 00:06:17.079 me to be here with you today.

NOTE Confidence: 0.80590326

00:06:17.080 --> 00:06:19.464 I'm going to go ahead and share my

NOTE Confidence: 0.80590326

00:06:19.464 --> 00:06:21.988 screen and then launch my presentation.

NOTE Confidence: 0.8173208

00:06:24.660 --> 00:06:27.348 And so you know much of this.

NOTE Confidence: 0.8173208

00:06:27.350 --> 00:06:30.776 You don't need to see again.

NOTE Confidence: 0.8173208

00:06:30.780 --> 00:06:33.588 But I want to just point out is that

NOTE Confidence: 0.8173208

00:06:33.588 --> 00:06:36.303 if you look at national population

NOTE Confidence: 0.8173208

00:06:36.303 --> 00:06:39.811 growth of Hispanics in the US from 1980

NOTE Confidence: 0.8173208

00:06:39.811 --> 00:06:42.776 till and this was published in 15 and

NOTE Confidence: 0.8173208

00:06:42.776 --> 00:06:44.706 compare that to college enrollment,

NOTE Confidence: 0.8173208

00:06:44.710 --> 00:06:47.146 what you'll see is their college

NOTE Confidence: 0.8173208

00:06:47.146 --> 00:06:49.586 enrollment has not kept kept up

NOTE Confidence: 0.8173208

00:06:49.586 --> 00:06:51.806 for Hispanics and for Blacks there

NOTE Confidence: 0.8173208

00:06:51.806 --> 00:06:54.469 has been a small increase in the

NOTE Confidence: 0.8173208

00:06:54.469 --> 00:06:56.704 population of Blacks in the US,

NOTE Confidence: 0.8173208

00:06:56.704 --> 00:06:59.008 but there has been a completely

NOTE Confidence: 0.8173208

00:06:59.008 --> 00:07:01.442 flat level of enrollment and so

NOTE Confidence: 0.8173208

00:07:01.442 --> 00:07:03.842 you can see the gap between.

NOTE Confidence: 0.8173208

00:07:03.850 --> 00:07:06.626 The US population and an enrollment in the

NOTE Confidence: 0.8173208

00:07:06.626 --> 00:07:09.619 top 100 private and public universities,

NOTE Confidence: 0.8173208

00:07:09.620 --> 00:07:10.856 which includes Yale,

NOTE Confidence: 0.8173208

00:07:10.856 --> 00:07:13.740 has been either been flat or decreased,

NOTE Confidence: 0.8173208

00:07:13.740 --> 00:07:16.948 and this actually led the New York Times

NOTE Confidence: 0.8173208

00:07:16.948 --> 00:07:19.960 to conclude that affirmative action which

NOTE Confidence: 0.8173208

00:07:19.960 --> 00:07:23.152 occur during this period hasn't worked.

NOTE Confidence: 0.8173208

00:07:23.160 --> 00:07:25.337 And so if affirmative action doesn't work,

NOTE Confidence: 0.8173208

00:07:25.340 --> 00:07:26.895 and we're not really doing

NOTE Confidence: 0.8173208

00:07:26.895 --> 00:07:27.828 affirmative action now,

NOTE Confidence: 0.8173208

00:07:27.830 --> 00:07:30.000 the way it was done back then,

NOTE Confidence: 0.8173208

00:07:30.000 --> 00:07:30.796 you know,

NOTE Confidence: 0.8173208

00:07:30.796 --> 00:07:33.184 how do we address these disparities?

NOTE Confidence: 0.8173208

00:07:33.190 --> 00:07:35.948 And why do we even need to

NOTE Confidence: 0.8173208

00:07:35.948 --> 00:07:37.130 care about diversity?

NOTE Confidence: 0.8173208

00:07:37.130 --> 00:07:39.776 This is data from the US Census

NOTE Confidence: 0.8173208

00:07:39.776 --> 00:07:41.792 Bureau showing that according to

00:07:41.792 --> 00:07:44.613 their projections by well in 20 ten,

00:07:44.620 --> 00:07:46.978 65% of the US was Caucasian,

00:07:46.980 --> 00:07:50.124 but by 2030 it'll probably be almost 50%,

00:07:50.130 --> 00:07:54.021 and by 2050 it'll be below 50% and I'm sure

00:07:54.021 --> 00:07:57.220 you all know that in California and Texas,

00:07:57.220 --> 00:07:59.190 Caucasians already make up less

00:07:59.190 --> 00:08:01.160 than half the state populations,

00:08:01.160 --> 00:08:05.180 and so if we care about the education of the.

00:08:05.180 --> 00:08:07.679 Of our country of our fellow citizens,

00:08:07.680 --> 00:08:10.720 we've got to be paying more attention to

00:08:10.720 --> 00:08:13.786 groups that are not participating in colleges

00:08:13.786 --> 00:08:17.258 in higher education the way they need to be.

00:08:17.260 --> 00:08:20.347 Another reason to care is health disparities.

00:08:20.350 --> 00:08:23.430 This is Shar del Hawk shardul Hawkins.

00:08:23.430 --> 00:08:26.153 She was a undergraduate at a historically

00:08:26.153 --> 00:08:28.730 black College in Maryland University,

NOTE Confidence: 0.8173208

00:08:28.730 --> 00:08:29.197 Maryland,

NOTE Confidence: 0.8173208

00:08:29.197 --> 00:08:30.131 Eastern Shore.

NOTE Confidence: 0.8173208

00:08:30.131 --> 00:08:33.400 She came to UMBC to do summer

NOTE Confidence: 0.8173208

00:08:33.490 --> 00:08:36.255 research in my lab and liked it.

NOTE Confidence: 0.8173208

00:08:36.260 --> 00:08:38.570 So she joined our PhD program.

NOTE Confidence: 0.8173208

00:08:38.570 --> 00:08:40.110 She did really well.

NOTE Confidence: 0.8173208

00:08:40.110 --> 00:08:42.420 She was a straight A student.

NOTE Confidence: 0.8173208

00:08:42.420 --> 00:08:45.492 She had her candidacy exam about three months

NOTE Confidence: 0.8173208

00:08:45.492 --> 00:08:48.050 before her wedding and at her candidacy

NOTE Confidence: 0.8173208

00:08:48.050 --> 00:08:51.278 exam she did what all graduate students do,

NOTE Confidence: 0.8173208

00:08:51.280 --> 00:08:53.200 they she brought a little

NOTE Confidence: 0.8173208

00:08:53.200 --> 00:08:54.736 food to the committee.

NOTE Confidence: 0.8173208

00:08:54.740 --> 00:08:56.280 Usually students bring Donuts

NOTE Confidence: 0.8173208

00:08:56.280 --> 00:08:58.205 because it's a stressful event.

NOTE Confidence: 0.8173208

00:08:58.210 --> 00:08:59.010 You know,

NOTE Confidence: 0.8173208

00:08:59.010 --> 00:09:01.010 UMBC is a white majority.

NOTE Confidence: 0.8173208

00:09:01.010 --> 00:09:02.615 School I'll talk a little

NOTE Confidence: 0.8173208

00:09:02.615 --> 00:09:04.220 bit more about that later,

NOTE Confidence: 0.8173208

00:09:04.220 --> 00:09:06.348 but she was a minority at our

NOTE Confidence: 0.8173208

00:09:06.348 --> 00:09:08.589 University and she has to get up in

NOTE Confidence: 0.8173208

00:09:08.589 --> 00:09:10.706 front of the white male committee and

NOTE Confidence: 0.8173208

00:09:10.706 --> 00:09:13.058 presenter work and so most students

NOTE Confidence: 0.8173208

00:09:13.058 --> 00:09:15.460 bring Donuts is sort of a bribe.

NOTE Confidence: 0.8173208

00:09:15.460 --> 00:09:17.511 Her father was a chef for the

NOTE Confidence: 0.8173208

00:09:17.511 --> 00:09:18.990 National Library of Congress,

NOTE Confidence: 0.8173208

00:09:18.990 --> 00:09:20.999 and so she brought a tray of

NOTE Confidence: 0.8173208

00:09:20.999 --> 00:09:22.839 oysters and shrimp and everything,

NOTE Confidence: 0.8173208

00:09:22.840 --> 00:09:24.760 so she passed without any problems.

NOTE Confidence: 0.8173208

00:09:24.760 --> 00:09:26.797 The reason I'm showing you this picture

NOTE Confidence: 0.8173208

00:09:26.797 --> 00:09:29.580 is that a month after her candidacy exam,

NOTE Confidence: 0.8173208

00:09:29.580 --> 00:09:31.112 her father passed away

NOTE Confidence: 0.8173208

00:09:31.112 --> 00:09:32.644 unexpectedly from heart disease.

NOTE Confidence: 0.8173208

00:09:32.650 --> 00:09:35.620 He was a tall, thin man who didn't drink.

NOTE Confidence: 0.8173208

00:09:35.620 --> 00:09:36.661 He didn't smoke,

NOTE Confidence: 0.8173208

00:09:36.661 --> 00:09:39.090 he was raising Shard Elan three younger

NOTE Confidence: 0.87158287

00:09:39.161 --> 00:09:40.895 siblings of hers on his own.

NOTE Confidence: 0.87158287

00:09:40.900 --> 00:09:42.880 He was only 46 years old.

NOTE Confidence: 0.87158287

00:09:42.880 --> 00:09:46.296 The only thing that he had going against

NOTE Confidence: 0.87158287

00:09:46.296 --> 00:09:49.146 him statistically was the color of his skin.

NOTE Confidence: 0.87158287

00:09:49.150 --> 00:09:51.974 And I also want to point out Lamont.

NOTE Confidence: 0.87158287

00:09:51.980 --> 00:09:53.825 Tolliver, who ran the Meyerhoff

NOTE Confidence: 0.87158287

00:09:53.825 --> 00:09:56.229 undergraduate program for more than 10 years.

NOTE Confidence: 0.87158287

00:09:56.230 --> 00:09:58.170 A terrific guy who was

NOTE Confidence: 0.87158287

00:09:58.170 --> 00:10:00.110 raised in an orphanage in.

NOTE Confidence: 0.87158287

00:10:00.110 --> 00:10:01.750 Master at Homes in Petsburgh.

NOTE Confidence: 0.87158287

00:10:01.750 --> 00:10:03.380 He was a phenomenal leader.

NOTE Confidence: 0.87158287

00:10:03.380 --> 00:10:05.594 He was on his way to my office too

NOTE Confidence: 0.87158287

00:10:05.594 --> 00:10:07.902 so that we and others could discuss

NOTE Confidence: 0.87158287

00:10:07.902 --> 00:10:10.569 how we might help other universities.

NOTE Confidence: 0.87158287

00:10:10.570 --> 00:10:11.584 Replicator Meyerhoff program,

NOTE Confidence: 0.87158287

00:10:11.584 --> 00:10:14.314 he called said he was running late and

NOTE Confidence: 0.87158287

00:10:14.314 --> 00:10:16.126 he collapsed just outside my office.

NOTE Confidence: 0.87158287

00:10:16.130 --> 00:10:18.098 We were unable to resuscitate him,

NOTE Confidence: 0.87158287

00:10:18.100 --> 00:10:21.034 he passed away when he was 48 years old.

NOTE Confidence: 0.87158287

00:10:21.040 --> 00:10:22.852 Again of heart disease.

NOTE Confidence: 0.87158287

00:10:22.852 --> 00:10:25.570 And so when we meet with.

NOTE Confidence: 0.87158287

00:10:25.570 --> 00:10:27.270 High school students and talk

NOTE Confidence: 0.87158287

00:10:27.270 --> 00:10:29.260 about a PhD or an MD,

NOTE Confidence: 0.87158287

00:10:29.260 --> 00:10:32.610 PhD or as as a goal that they might consider.

NOTE Confidence: 0.87158287

00:10:32.610 --> 00:10:34.280 We talk about health disparities,

NOTE Confidence: 0.87158287

00:10:34.280 --> 00:10:36.856 and I asked the students to look at

NOTE Confidence: 0.87158287

00:10:36.856 --> 00:10:39.115 their fathers and who brought them to

NOTE Confidence: 0.87158287

00:10:39.115 --> 00:10:41.649 the meetings or look at their mothers.

NOTE Confidence: 0.87158287

00:10:41.650 --> 00:10:43.939 And we talk about the fact that

NOTE Confidence: 0.87158287

00:10:43.939 --> 00:10:45.669 if their fathers are black,

NOTE Confidence: 0.87158287

00:10:45.670 --> 00:10:47.791 they have a 30% higher chance of

NOTE Confidence: 0.87158287

00:10:47.791 --> 00:10:49.514 dying from coronary heart disease

NOTE Confidence: 0.87158287

00:10:49.514 --> 00:10:51.026 than their white friends.

NOTE Confidence: 0.87158287

00:10:51.030 --> 00:10:53.235 And it's the same for their mothers

NOTE Confidence: 0.87158287

00:10:53.235 --> 00:10:55.320 that diabetes one in four American

NOTE Confidence: 0.87158287

00:10:55.320 --> 00:10:57.105 African American women over 55.

NOTE Confidence: 0.87158287

00:10:57.110 --> 00:10:59.707 In the US right now has diabetes.

NOTE Confidence: 0.87158287

00:10:59.710 --> 00:11:02.086 Lupus is threefold higher in African

NOTE Confidence: 0.87158287

00:11:02.086 --> 00:11:04.550 American women than it is in their.

NOTE Confidence: 0.87158287

00:11:04.550 --> 00:11:05.711 Their white friends,

NOTE Confidence: 0.87158287

00:11:05.711 --> 00:11:08.842 and this was published a few years ago

NOTE Confidence: 0.87158287

00:11:08.842 --> 00:11:11.243 that Blacks live about 5 1/2 years.

19

NOTE Confidence: 0.87158287

00:11:11.250 --> 00:11:13.476 Fewer years then then there than

NOTE Confidence: 0.87158287

00:11:13.476 --> 00:11:14.589 their white friends.

NOTE Confidence: 0.87158287

00:11:14.590 --> 00:11:16.786 And so these are health disparities

NOTE Confidence: 0.87158287

00:11:16.786 --> 00:11:19.427 that our students need to be thinking

NOTE Confidence: 0.87158287

00:11:19.427 --> 00:11:21.653 about as their choosing their careers.

NOTE Confidence: 0.87158287

00:11:21.660 --> 00:11:24.170 And when we talk about.

NOTE Confidence: 0.87158287

00:11:24.170 --> 00:11:25.440 In our careers in medicine,

NOTE Confidence: 0.87158287

00:11:25.440 --> 00:11:25.942 you know,

NOTE Confidence: 0.87158287

00:11:25.942 --> 00:11:27.950 it's great to want to go back into

NOTE Confidence: 0.87158287

00:11:28.012 --> 00:11:29.467 your into their communities and

NOTE Confidence: 0.87158287

00:11:29.467 --> 00:11:31.670 to give back and to help people.

NOTE Confidence: 0.87158287

00:11:31.670 --> 00:11:33.950 But we tell them that if they are

NOTE Confidence: 0.87158287

00:11:33.950 --> 00:11:35.799 competitive for our meyerhof program,

NOTE Confidence: 0.87158287

00:11:35.800 --> 00:11:38.344 they're not just going to be the best.

NOTE Confidence: 0.87158287

00:11:38.350 --> 00:11:39.319 The well, best,

NOTE Confidence: 0.87158287

00:11:39.319 --> 00:11:41.257 well prepared and highest achieving and

NOTE Confidence: 0.87158287

00:11:41.257 --> 00:11:43.118 hardest working Blacks on our campus.

NOTE Confidence: 0.87158287

00:11:43.120 --> 00:11:45.656 They're going to be among our best students,

NOTE Confidence: 0.87158287

00:11:45.660 --> 00:11:46.019 period.

NOTE Confidence: 0.87158287

00:11:46.019 --> 00:11:48.532 And that means that they'll have an

NOTE Confidence: 0.87158287

00:11:48.532 --> 00:11:50.734 opportunity to do more than just go

NOTE Confidence: 0.87158287

00:11:50.734 --> 00:11:53.030 back and use the existing technologies.

NOTE Confidence: 0.87158287

00:11:53.030 --> 00:11:55.746 They can be part of developing better

NOTE Confidence: 0.87158287

00:11:55.746 --> 00:11:58.478 health care systems for their communities.

NOTE Confidence: 0.87158287

00:11:58.480 --> 00:12:00.238 So why aren't more minorities earning

NOTE Confidence: 0.87158287

00:12:00.238 --> 00:12:01.995 science PHD's and the answers that

NOTE Confidence: 0.87158287

00:12:01.995 --> 00:12:03.603 I typically get from my white

NOTE Confidence: 0.87158287

00:12:03.603 --> 00:12:05.362 friends are that there aren't many

NOTE Confidence: 0.87158287

00:12:05.362 --> 00:12:07.120 students of color who are interested

NOTE Confidence: 0.87158287

00:12:07.120 --> 00:12:08.961 in science and math and the smart

NOTE Confidence: 0.87158287

00:12:08.961 --> 00:12:10.858 ones all go to medical school.

NOTE Confidence: 0.87158287

00:12:10.860 --> 00:12:13.452 I mean, I still when I give my talks,

NOTE Confidence: 0.87158287

00:12:13.460 --> 00:12:15.860 that's what my friends tell me.

NOTE Confidence: 0.87158287

00:12:15.860 --> 00:12:18.650 But there's a lot of facts out there that

NOTE Confidence: 0.87158287

00:12:18.650 --> 00:12:21.455 show that that's the perception is wrong.

NOTE Confidence: 0.87158287

00:12:21.460 --> 00:12:21.824 Actually,

NOTE Confidence: 0.87158287

00:12:21.824 --> 00:12:23.644 the College Board publishes data

NOTE Confidence: 0.87158287

00:12:23.644 --> 00:12:26.010 that go back more than 20 years,

NOTE Confidence: 0.87158287

00:12:26.010 --> 00:12:28.040 showing that similar percentages of

NOTE Confidence: 0.87158287

00:12:28.040 --> 00:12:30.070 African Americans and Caucasian freshman.

NOTE Confidence: 0.87158287

00:12:30.070 --> 00:12:33.510 Who start college aspired to a stem degree.

NOTE Confidence: 0.84045637

00:12:33.510 --> 00:12:35.292 And we're actually help these days

NOTE Confidence: 0.84045637

00:12:35.292 --> 00:12:36.828 by television shows that portray

NOTE Confidence: 0.84045637

00:12:36.828 --> 00:12:38.858 Blacks as being very smart in science.

NOTE Confidence: 0.84045637

00:12:38.860 --> 00:12:41.044 You know, we get a lot of students

NOTE Confidence: 0.84045637

00:12:41.044 --> 00:12:43.307 that now want to be CSI scientists.

NOTE Confidence: 0.84045637

00:12:43.310 --> 00:12:45.389 They want they want to learn forensic

NOTE Confidence: 0.84045637

00:12:45.389 --> 00:12:47.466 chemistry, so we can't really blame you.

NOTE Confidence: 0.84045637

00:12:47.470 --> 00:12:50.134 Know what we used to do in the past.

NOTE Confidence: 0.84045637

00:12:50.140 --> 00:12:52.268 We say, well, Blacks smart Blacks are

NOTE Confidence: 0.84045637

00:12:52.268 --> 00:12:54.297 always portrayed in a very negative way.

NOTE Confidence: 0.84045637

00:12:54.300 --> 00:12:57.380 That's just not true anymore.

NOTE Confidence: 0.84045637

00:12:57.380 --> 00:12:59.935 And then to tell I'll be telling

NOTE Confidence: 0.84045637

00:12:59.935 --> 00:13:02.459 you about our meyerhof program.

NOTE Confidence: 0.84045637

00:13:02.460 --> 00:13:04.908 We typically get more than 2500

NOTE Confidence: 0.84045637

00:13:04.908 --> 00:13:07.110 nominations for our undergraduate program.

NOTE Confidence: 0.84045637

00:13:07.110 --> 00:13:09.938 We typically get more than 200 completed

NOTE Confidence: 0.84045637

00:13:09.938 --> 00:13:11.760 applications from minority students,

NOTE Confidence: 0.84045637

00:13:11.760 --> 00:13:13.875 of which about 80% are

NOTE Confidence: 0.84045637

00:13:13.875 --> 00:13:15.144 Maryland area students.

NOTE Confidence: 0.84045637

00:13:15.150 --> 00:13:17.265 And this is for about

NOTE Confidence: 0.84045637

00:13:17.265 --> 00:13:19.380 45 to 70 freshman slots,

NOTE Confidence: 0.84045637

00:13:19.380 --> 00:13:21.490 depending on our funding resources.

NOTE Confidence: 0.84045637

00:13:21.490 --> 00:13:24.334 So the only thing that you

NOTE Confidence: 0.84045637

00:13:24.334 --> 00:13:26.830 can conclude based on data.

NOTE Confidence: 0.84045637

00:13:26.830 --> 00:13:29.218 Is that large numbers of talented

NOTE Confidence: 0.84045637

00:13:29.218 --> 00:13:31.260 African American and minority students

NOTE Confidence: 0.84045637

00:13:31.260 --> 00:13:33.913 in high schools are interested in stem,

NOTE Confidence: 0.84045637

00:13:33.920 --> 00:13:36.678 and we're just doing a bad job

NOTE Confidence: 0.84045637

00:13:36.678 --> 00:13:37.860 of retaining them.

NOTE Confidence: 0.84045637

00:13:37.860 --> 00:13:39.830 It's not fair or accurate

NOTE Confidence: 0.84045637

00:13:39.830 --> 00:13:41.800 or appropriate to a blame.

NOTE Confidence: 0.84045637

00:13:41.800 --> 00:13:44.736 The high school to college pipeline or to

NOTE Confidence: 0.84045637

00:13:44.736 --> 00:13:47.708 blame the education of the high schools.

NOTE Confidence: 0.84045637

00:13:47.710 --> 00:13:50.080 Because these students are well prepared.

NOTE Confidence: 0.8347114

00:13:52.420 --> 00:13:54.569 So then you have to ask, well,

NOTE Confidence: 0.8347114

00:13:54.569 --> 00:13:57.265 why are we doing such a poor job of retaining

NOTE Confidence: 0.8347114

24

00:13:57.265 --> 00:14:00.023 minority students in stem in our colleges?

NOTE Confidence: 0.8347114

00:14:00.030 --> 00:14:03.194 And I think, and this is my view, but I

NOTE Confidence: 0.8347114

00:14:03.194 --> 00:14:05.730 think it's shared by many of my colleagues.

NOTE Confidence: 0.8347114

00:14:05.730 --> 00:14:07.770 Is that typically our expectations are

NOTE Confidence: 0.8347114

00:14:07.770 --> 00:14:10.491 not where they need to be, and let me

NOTE Confidence: 0.8347114

00:14:10.491 --> 00:14:12.710 just give you a couple of examples.

NOTE Confidence: 0.8347114

00:14:12.710 --> 00:14:14.606 This is Kristi Pullen who was

NOTE Confidence: 0.8347114

00:14:14.606 --> 00:14:15.554 an undergraduate meyerhof.

NOTE Confidence: 0.8347114

00:14:15.560 --> 00:14:18.404 She published a couple of papers in my lab,

NOTE Confidence: 0.8347114

00:14:18.410 --> 00:14:19.361 did really well,

NOTE Confidence: 0.8347114

00:14:19.361 --> 00:14:21.580 went to Berkeley work with Tom Alber,

NOTE Confidence: 0.8347114

00:14:21.580 --> 00:14:23.315 solved a really interesting crystal

NOTE Confidence: 0.8347114

00:14:23.315 --> 00:14:25.729 structure as a graduate student at Berkeley.

NOTE Confidence: 0.8347114

00:14:25.730 --> 00:14:27.960 So I invited her to give a talk at a

NOTE Confidence: 0.8347114

00:14:28.025 --> 00:14:30.179 Keystone meeting that I organized and

NOTE Confidence: 0.8347114

00:14:30.179 --> 00:14:32.973 Christy showed up to give her talk in

00:14:32.973 --> 00:14:34.905 the morning and the other speakers,

00:14:34.910 --> 00:14:36.746 all white males were asking her,

00:14:36.750 --> 00:14:38.520 you know how this slide projector

00:14:38.520 --> 00:14:40.679 worked and how the lighting worked and

00:14:40.679 --> 00:14:43.170 things and then finally one of 'em said,

00:14:43.170 --> 00:14:44.730 oh, you're Christie, Poland.

00:14:44.730 --> 00:14:47.070 I thought you were the projectionist.

00:14:47.070 --> 00:14:48.912 Anh DEP individual that said that

00:14:48.912 --> 00:14:50.679 wasn't intending to put her down,

00:14:50.680 --> 00:14:52.535 but it's just an example of what's

00:14:52.535 --> 00:14:53.990 called a micro aggression,

00:14:53.990 --> 00:14:55.929 and it's the kind of language that

00:14:55.929 --> 00:14:58.098 she has heard her entire life because

00:14:58.098 --> 00:15:00.006 she's always done well in math,

00:15:00.010 --> 00:15:01.816 and she's done well in science.

00:15:01.820 --> 00:15:04.388 And yet the people that were educating her

NOTE Confidence: 0.8347114

00:15:04.388 --> 00:15:06.639 didn't really expect her to be there now.

NOTE Confidence: 0.8347114

00:15:06.640 --> 00:15:08.474 It's also true she was the first

NOTE Confidence: 0.8347114

00:15:08.474 --> 00:15:11.022 black to ever give a talk at this

NOTE Confidence: 0.8347114

00:15:11.022 --> 00:15:12.045 particular Keystone meeting,

NOTE Confidence: 0.8347114

00:15:12.050 --> 00:15:13.856 and so you know there were.

NOTE Confidence: 0.8347114

00:15:13.860 --> 00:15:15.750 There was a reason why people

NOTE Confidence: 0.8347114

00:15:15.750 --> 00:15:17.580 didn't expect her to be here.

NOTE Confidence: 0.8347114

00:15:17.580 --> 00:15:20.996 But the language we use can be discouraging.

NOTE Confidence: 0.8347114

00:15:21.000 --> 00:15:23.376 And then I want to tell you one

NOTE Confidence: 0.8347114

00:15:23.376 --> 00:15:25.306 other story that really illustrates

NOTE Confidence: 0.8347114

00:15:25.306 --> 00:15:27.838 the changes that occur at UMBC.

NOTE Confidence: 0.8347114

00:15:27.840 --> 00:15:30.666 This was from a senior colleague.

NOTE Confidence: 0.8347114

00:15:30.670 --> 00:15:33.534 And we got into an argument about the

NOTE Confidence: 0.8347114

00:15:33.534 --> 00:15:35.612 weather meyerhof when it was started

NOTE Confidence: 0.8347114

00:15:35.612 --> 00:15:37.830 was really the right thing to do.

NOTE Confidence: 0.8347114

00:15:37.830 --> 00:15:39.979 So here we have a black president

NOTE Confidence: 0.8347114

00:15:39.979 --> 00:15:42.095 who had just become our president

NOTE Confidence: 0.8347114

00:15:42.095 --> 00:15:44.713 and he's building a program that is

NOTE Confidence: 0.8347114

00:15:44.784 --> 00:15:47.400 supposed to at that time focus on black

NOTE Confidence: 0.8347114

00:15:47.400 --> 00:15:49.424 males and and this senior colleague

NOTE Confidence: 0.8347114

00:15:49.424 --> 00:15:51.129 said that that wasn't appropriate,

NOTE Confidence: 0.8347114

00:15:51.130 --> 00:15:52.870 that everybody should be treated

NOTE Confidence: 0.8347114

00:15:52.870 --> 00:15:55.657 the same and he pounded his fists on

NOTE Confidence: 0.8347114

00:15:55.657 --> 00:15:57.607 the table when we started arguing,

NOTE Confidence: 0.8347114

00:15:57.610 --> 00:15:59.955 he said I don't have a prejudice

NOTE Confidence: 0.8347114

00:15:59.955 --> 00:16:01.430 bone in my body.

NOTE Confidence: 0.8347114

00:16:01.430 --> 00:16:04.328 I've never voted for a Republican in my life.

NOTE Confidence: 0.8347114

00:16:04.330 --> 00:16:07.228 I went to school in Berkeley in the 60s.

NOTE Confidence: 0.8347114

00:16:07.230 --> 00:16:11.307 Don't tell me that I that I have prejudices.

NOTE Confidence: 0.8347114

00:16:11.310 --> 00:16:12.626 So, five years later,

NOTE Confidence: 0.8347114

00:16:12.626 --> 00:16:15.500 we were at a dinner with a visitor

NOTE Confidence: 0.8347114

00:16:15.500 --> 00:16:17.570 who gave a chemistry Department

NOTE Confidence: 0.8347114

00:16:17.570 --> 00:16:20.134 seminar and this same senior colleague

NOTE Confidence: 0.8347114

00:16:20.134 --> 00:16:22.618 was talking to the visitor about

NOTE Confidence: 0.8347114

00:16:22.618 --> 00:16:23.778 the Meyerhoff program.

NOTE Confidence: 0.8347114

00:16:23.778 --> 00:16:27.440 And what he said is that prior to meyerhof,

NOTE Confidence: 0.8347114

00:16:27.440 --> 00:16:29.512 if there was one or maybe two Blacks

NOTE Confidence: 0.8347114

00:16:29.512 --> 00:16:31.780 in his upper level chemistry class,

NOTE Confidence: 0.8347114

00:16:31.780 --> 00:16:33.330 they sat in the back.

NOTE Confidence: 0.8347114

00:16:33.330 --> 00:16:34.570 They didn't ask questions,

NOTE Confidence: 0.8347114

00:16:34.570 --> 00:16:36.120 and if they earned AC,

NOTE Confidence: 0.8347114

00:16:36.120 --> 00:16:37.980 he would write a strong recommendation.

NOTE Confidence: 0.8347114

00:16:37.980 --> 00:16:40.150 Now he said there are large numbers.

NOTE Confidence: 0.8582156

00:16:40.150 --> 00:16:42.630 They sit in the front of the class.

NOTE Confidence: 0.8582156

00:16:42.630 --> 00:16:44.565 They ask questions regularly there

NOTE Confidence: 0.8582156

00:16:44.565 --> 00:16:47.010 in the tutorial centers as tutors.

NOTE Confidence: 0.8582156

00:16:47.010 --> 00:16:48.500 And here's the important point.

NOTE Confidence: 0.8582156

00:16:48.500 --> 00:16:50.467 He said. Now if a black student

NOTE Confidence: 0.8582156

00:16:50.467 --> 00:16:52.360 earns AC on his first exam,

NOTE Confidence: 0.8582156

00:16:52.360 --> 00:16:54.997 he calls them into his office to ask what

NOTE Confidence: 0.8582156

00:16:54.997 --> 00:16:57.700 the problem is or to work on a solution,

NOTE Confidence: 0.8582156

00:16:57.700 --> 00:16:59.835 his expectations went up and I don't

NOTE Confidence: 0.8582156

00:16:59.835 --> 00:17:02.449 know if he even gets it to this day.

NOTE Confidence: 0.8582156

00:17:02.450 --> 00:17:04.417 But it struck me when he told

NOTE Confidence: 0.8582156

00:17:04.417 --> 00:17:06.115 his visitor about his change and

NOTE Confidence: 0.8582156

00:17:06.115 --> 00:17:07.956 I realized that so many of us

NOTE Confidence: 0.8582156

00:17:08.023 --> 00:17:09.878 had the same shared experience.

NOTE Confidence: 0.8582156

00:17:09.880 --> 00:17:11.662 Can you imagine going into a

NOTE Confidence: 0.8582156

00:17:11.662 --> 00:17:12.850 classroom with 350 students?

NOTE Confidence: 0.8582156

00:17:12.850 --> 00:17:15.083 And let's say that there are 25

NOTE Confidence: 0.8582156

00:17:15.083 --> 00:17:16.700 black students scattered around in

NOTE Confidence: 0.8582156

00:17:16.700 --> 00:17:18.482 the classroom in the class starts

NOTE Confidence: 0.8582156

00:17:18.482 --> 00:17:20.389 in India and they go unnoticed.

NOTE Confidence: 0.8582156

00:17:20.390 --> 00:17:21.538 With the Meyerhoff program,

NOTE Confidence: 0.8582156

00:17:21.538 --> 00:17:23.647 the students have to be in class

NOTE Confidence: 0.8582156

00:17:23.647 --> 00:17:25.287 15 minutes before class starts.

NOTE Confidence: 0.8582156

00:17:25.290 --> 00:17:27.730 They have to sit in the front row,

NOTE Confidence: 0.8582156

00:17:27.730 --> 00:17:29.879 shoulder to shoulder, and so if I'm,

NOTE Confidence: 0.8582156

00:17:29.880 --> 00:17:30.488 you know,

NOTE Confidence: 0.8582156

00:17:30.488 --> 00:17:32.312 typical white guy walk into the

NOTE Confidence: 0.8582156

00:17:32.312 --> 00:17:34.157 classroom to get ready to lecture,

NOTE Confidence: 0.8582156

00:17:34.160 --> 00:17:35.996 and there are those 25 students

NOTE Confidence: 0.8582156

00:17:35.996 --> 00:17:38.238 in the front row and we start

NOTE Confidence: 0.8582156

00:17:38.238 --> 00:17:40.146 having a conversation and I can't

NOTE Confidence: 0.8582156

00:17:40.146 --> 00:17:42.495 get the first few words out of my

NOTE Confidence: 0.8582156

00:17:42.495 --> 00:17:43.950 lecture out of my mouth,

NOTE Confidence: 0.8582156

00:17:43.950 --> 00:17:45.475 and they're raising their hand,

00:17:45.480 --> 00:17:46.092 asking questions,

00:17:46.092 --> 00:17:48.234 and they're doing well on their exams.

00:17:48.240 --> 00:17:51.390 It's easy to see how I would then go home.

00:17:51.390 --> 00:17:54.126 And look in the mirror and say wow.

00:17:54.130 --> 00:17:56.610 I've gotta rethink things.

00:17:56.610 --> 00:17:58.320 This didn't involve diversity training.

00:17:58.320 --> 00:18:00.135 It didn't involve anything other

00:18:00.135 --> 00:18:02.410 than me seeing in front of me,

00:18:02.410 --> 00:18:04.790 something that I had not seen before.

00:18:04.790 --> 00:18:07.502 So part of the Meyerhof program is not

00:18:07.502 --> 00:18:09.906 only preparing these students to do well,

00:18:09.910 --> 00:18:11.686 but putting them in a position

00:18:11.686 --> 00:18:13.747 where they can help people like

00:18:13.747 --> 00:18:15.367 me change their expectations.

00:18:17.380 --> 00:18:19.634 And so you know another real problem

00:18:19.634 --> 00:18:22.342 that we have is that the news is

NOTE Confidence: 0.8437107

00:18:22.342 --> 00:18:24.017 not good for minority students.

NOTE Confidence: 0.8437107

00:18:24.020 --> 00:18:26.176 So you know there there are there

NOTE Confidence: 0.8437107

00:18:26.176 --> 00:18:27.781 articles that claim where we're

NOTE Confidence: 0.8437107

00:18:27.781 --> 00:18:29.937 producing way too many PHD's and we

NOTE Confidence: 0.8437107

00:18:29.937 --> 00:18:31.775 don't have enough faculty positions

NOTE Confidence: 0.8437107

00:18:31.775 --> 00:18:33.971 for all the PHD's were producing,

NOTE Confidence: 0.8437107

00:18:33.980 --> 00:18:35.515 there's the Ginter paper that

NOTE Confidence: 0.8437107

00:18:35.515 --> 00:18:37.050 said Blacks can't compete for

NOTE Confidence: 0.8437107

00:18:37.109 --> 00:18:38.874 NIH grants even when accounting

NOTE Confidence: 0.8437107

00:18:38.874 --> 00:18:40.286 for preparation and training.

NOTE Confidence: 0.8437107

00:18:40.290 --> 00:18:41.570 And then, more recently,

NOTE Confidence: 0.8437107

00:18:41.570 --> 00:18:43.170 another science article said that

NOTE Confidence: 0.8437107

00:18:43.170 --> 00:18:44.944 the reason they're not competing

NOTE Confidence: 0.8437107

00:18:44.944 --> 00:18:46.340 is that they're choosing.

NOTE Confidence: 0.8437107

00:18:46.340 --> 00:18:47.528 Uninteresting research topics.

NOTE Confidence: 0.8437107

00:18:47.528 --> 00:18:50.300 So why would anybody want to go

NOTE Confidence: 0.8437107

00:18:50.368 --> 00:18:52.664 into science with all that bad news?

NOTE Confidence: 0.8283092

00:18:54.980 --> 00:18:57.374 So at UMBC things really changed because

NOTE Confidence: 0.8283092

00:18:57.374 --> 00:18:59.600 of our President Freeman her boskey.

NOTE Confidence: 0.8283092

00:18:59.600 --> 00:19:02.264 Here's a picture of him when he and

NOTE Confidence: 0.8283092

00:19:02.264 --> 00:19:04.919 I both started at UMBC in 1987.

NOTE Confidence: 0.8283092

00:19:04.920 --> 00:19:06.950 The black students were protesting

NOTE Confidence: 0.8283092

00:19:06.950 --> 00:19:08.574 because they perceived our

NOTE Confidence: 0.8283092

00:19:08.574 --> 00:19:10.599 campus to be racist at that time,

NOTE Confidence: 0.8283092

00:19:10.600 --> 00:19:12.742 fewer than six Blacks had ever

NOTE Confidence: 0.8283092

00:19:12.742 --> 00:19:15.218 earned better than a C in genetics,

NOTE Confidence: 0.8283092

00:19:15.220 --> 00:19:17.272 and the same went for physics

NOTE Confidence: 0.8283092

00:19:17.272 --> 00:19:19.828 and so they view that as racist.

NOTE Confidence: 0.8283092

00:19:19.830 --> 00:19:21.240 The white view.

NOTE Confidence: 0.8283092

00:19:21.240 --> 00:19:25.070 The students felt that the campus was cold.

NOTE Confidence: 0.8283092

34

00:19:25.070 --> 00:19:27.471 And now we for many years now

NOTE Confidence: 0.8283092

00:19:27.471 --> 00:19:29.921 we've been the top school of Origin

NOTE Confidence: 0.8283092

00:19:29.921 --> 00:19:32.755 of Blacks who go on to earn MD

NOTE Confidence: 0.8283092

00:19:32.755 --> 00:19:34.975 PhD degrees by a large number.

NOTE Confidence: 0.8283092

00:19:34.980 --> 00:19:36.750 Places like Howard University, Spelman.

NOTE Confidence: 0.8283092

00:19:36.750 --> 00:19:38.166 They don't come close.

NOTE Confidence: 0.8283092

00:19:38.166 --> 00:19:40.720 Where the number 2 School of Origin

NOTE Confidence: 0.8283092

00:19:40.720 --> 00:19:43.608 of Blacks who go under in stem PHD's

NOTE Confidence: 0.8283092

00:19:43.608 --> 00:19:46.188 actually were probably number one these.

NOTE Confidence: 0.8283092

00:19:46.190 --> 00:19:48.670 This was the based on the latest report

NOTE Confidence: 0.8283092

00:19:48.670 --> 00:19:50.528 from the National Science Foundation

NOTE Confidence: 0.8283092

00:19:50.528 --> 00:19:53.244 and of course Howard is a large,

NOTE Confidence: 0.8283092

00:19:53.250 --> 00:19:55.678 predominantly African American University.

NOTE Confidence: 0.8283092

00:19:55.680 --> 00:19:56.240 We're condemned,

NOTE Confidence: 0.8283092

00:19:56.240 --> 00:19:57.920 considered a national model for inclusive

NOTE Confidence: 0.8283092

00:19:57.920 --> 00:20:00.180 excellence in STEM, and if you want to.

NOTE Confidence: 0.8283092

00:20:00.180 --> 00:20:01.504 Learn more about Freeman.

NOTE Confidence: 0.8283092

00:20:01.504 --> 00:20:04.498 Just Google Freeman, her boskey or he has it.

NOTE Confidence: 0.8283092

00:20:04.500 --> 00:20:07.426 They did a really nice video on

NOTE Confidence: 0.8283092

00:20:07.426 --> 00:20:10.927 him when he won the UCSF medalist.

NOTE Confidence: 0.8283092

00:20:10.930 --> 00:20:13.722 Last year and there are many other that

NOTE Confidence: 0.8283092

00:20:13.722 --> 00:20:16.635 he's been on 60 minutes for the program.

NOTE Confidence: 0.8283092

00:20:16.640 --> 00:20:19.040 He's just an amazing guy.

NOTE Confidence: 0.8283092

00:20:19.040 --> 00:20:21.256 So for those of you who don't know,

NOTE Confidence: 0.8283092

00:20:21.260 --> 00:20:23.206 I'll just quickly tell you his name.

NOTE Confidence: 0.8283092

00:20:23.210 --> 00:20:24.298 Is Freeman her about?

NOTE Confidence: 0.8283092

00:20:24.298 --> 00:20:26.270 See the 3rd that her boskey comes

NOTE Confidence: 0.8283092

00:20:26.270 --> 00:20:27.938 from the fact that his great,

NOTE Confidence: 0.8283092

00:20:27.940 --> 00:20:30.383 great, great Gran father was a white

NOTE Confidence: 0.8283092

00:20:30.383 --> 00:20:31.430 Polish slave owner.

NOTE Confidence: 0.8283092

00:20:31.430 --> 00:20:31.867 There,

NOTE Confidence: 0.8283092

00:20:31.867 --> 00:20:32.304 Freeman,

NOTE Confidence: 0.8283092

00:20:32.304 --> 00:20:35.800 the third comes from the fact that he's

NOTE Confidence: 0.8283092

00:20:35.879 --> 00:20:38.639 the third generation that was Born

NOTE Confidence: 0.8283092

00:20:38.639 --> 00:20:41.518 Free rather than having to be freed.

NOTE Confidence: 0.8283092

00:20:41.520 --> 00:20:43.697 He was raised in Birmingham and one

NOTE Confidence: 0.8283092

00:20:43.697 --> 00:20:46.192 of the girls that was the four girls

NOTE Confidence: 0.8283092

00:20:46.192 --> 00:20:48.126 that was killed in the baptistery

NOTE Confidence: 0.8283092

00:20:48.126 --> 00:20:50.737 church bombing was a friend of his.

NOTE Confidence: 0.8283092

00:20:50.740 --> 00:20:52.320 And it hurt him deeply,

NOTE Confidence: 0.8283092

00:20:52.320 --> 00:20:53.536 as you could imagine.

NOTE Confidence: 0.8283092

00:20:53.536 --> 00:20:55.676 So he helped organize a youth March

NOTE Confidence: 0.8283092

00:20:55.676 --> 00:20:57.724 at 12 years old and was rounded up

NOTE Confidence: 0.8283092

00:20:57.724 --> 00:20:59.919 by the police and incarcerated for

NOTE Confidence: 0.8283092

00:20:59.919 --> 00:21:01.794 a week with hardened criminals.

NOTE Confidence: 0.8283092

00:21:01.800 --> 00:21:04.328 Now, if I'd gone through something like that,

NOTE Confidence: 0.8283092

00:21:04.330 --> 00:21:06.535 I'd be very angry and very bitter.

NOTE Confidence: 0.8283092

00:21:06.540 --> 00:21:08.436 He is the most positive, energetic,

NOTE Confidence: 0.8283092

00:21:08.436 --> 00:21:10.016 brilliant person I've ever known,

NOTE Confidence: 0.8283092

00:21:10.020 --> 00:21:13.746 and he's my most important mentor in my life.

NOTE Confidence: 0.8283092

00:21:13.750 --> 00:21:15.322 So because of the program that

NOTE Confidence: 0.8283092

00:21:15.322 --> 00:21:17.209 he started and I've been able to

NOTE Confidence: 0.8283092

00:21:17.209 --> 00:21:18.519 help with in some respects.

NOTE Confidence: 0.82034373

00:21:20.550 --> 00:21:21.982 We have this program.

NOTE Confidence: 0.82034373

00:21:21.982 --> 00:21:23.056 The Meyerhoff Scholars

NOTE Confidence: 0.82034373

00:21:23.056 --> 00:21:24.480 Program started in 1989.

NOTE Confidence: 0.82034373

00:21:24.480 --> 00:21:26.480 It only originally focused on

NOTE Confidence: 0.82034373

00:21:26.480 --> 00:21:28.080 African American males because

NOTE Confidence: 0.82034373

00:21:28.080 --> 00:21:30.693 the donor who who gave us money to

NOTE Confidence: 0.82034373

00:21:30.693 --> 00:21:32.308 start the program, Bob Meyerhof,

NOTE Confidence: 0.82034373

00:21:32.308 --> 00:21:35.060 had read in the Baltimore Sun that if

NOTE Confidence: 0.82034373

00:21:35.127 --> 00:21:37.689 you were born black male in Baltimore,

NOTE Confidence: 0.82034373

00:21:37.690 --> 00:21:40.060 your chances of going to college

NOTE Confidence: 0.82034373

00:21:40.060 --> 00:21:42.530 at that time were lower than

NOTE Confidence: 0.82034373

00:21:42.530 --> 00:21:44.960 your chances of going to jail.

NOTE Confidence: 0.82034373

00:21:44.960 --> 00:21:47.608 And he wanted to do something about the

NOTE Confidence: 0.82034373

00:21:47.608 --> 00:21:50.039 plight of black males in Baltimore.

NOTE Confidence: 0.82034373

00:21:50.040 --> 00:21:52.480 It was opened up a year later to

NOTE Confidence: 0.82034373

00:21:52.480 --> 00:21:53.916 African American females because

NOTE Confidence: 0.82034373

00:21:53.916 --> 00:21:56.196 we raised money from sources that

NOTE Confidence: 0.82034373

00:21:56.196 --> 00:21:58.390 we couldn't discriminate that way.

NOTE Confidence: 0.82034373

00:21:58.390 --> 00:21:59.116 And then,

NOTE Confidence: 0.82034373

00:21:59.116 --> 00:22:01.657 based in part on the Banneker decision,

NOTE Confidence: 0.82034373

00:22:01.660 --> 00:22:03.112 another affirmative action decisions

NOTE Confidence: 0.82034373

00:22:03.112 --> 00:22:05.290 that occur during the Clinton years.

NOTE Confidence: 0.82034373

00:22:05.290 --> 00:22:07.600 This was opened up to all students

NOTE Confidence: 0.82034373

00:22:07.600 --> 00:22:10.008 who care about issues of inclusion,

NOTE Confidence: 0.82034373

00:22:10.010 --> 00:22:13.237 and this is a really important point.

NOTE Confidence: 0.82034373

00:22:13.240 --> 00:22:15.886 Because we do get large numbers

NOTE Confidence: 0.82034373

00:22:15.886 --> 00:22:18.632 of very high achieving white and

NOTE Confidence: 0.82034373

00:22:18.632 --> 00:22:20.428 Asian students as well.

NOTE Confidence: 0.82034373

00:22:20.430 --> 00:22:22.506 And those students typically get not

NOTE Confidence: 0.82034373

00:22:22.506 --> 00:22:24.970 only because they are very competitive,

NOTE Confidence: 0.82034373

00:22:24.970 --> 00:22:27.238 they not only get offers to

NOTE Confidence: 0.82034373

00:22:27.238 --> 00:22:28.750 join the Meyerhoff program,

NOTE Confidence: 0.82034373

00:22:28.750 --> 00:22:30.850 but they typically get offers to

NOTE Confidence: 0.82034373

00:22:30.850 --> 00:22:32.670 become University scholars or take

NOTE Confidence: 0.82034373

00:22:32.670 --> 00:22:34.475 other scholarships that don't have

NOTE Confidence: 0.82034373

00:22:34.475 --> 00:22:36.395 all the requirements and activities

NOTE Confidence: 0.82034373

00:22:36.395 --> 00:22:38.051 and social justice components

NOTE Confidence: 0.82034373

00:22:38.051 --> 00:22:39.707 of the Meyerhoff program.

NOTE Confidence: 0.82034373

00:22:39.710 --> 00:22:41.957 And so this tends to be self

NOTE Confidence: 0.82034373

00:22:41.957 --> 00:22:43.380 selective for majority students

NOTE Confidence: 0.82034373

00:22:43.380 --> 00:22:45.756 that care about issues of inclusion

NOTE Confidence: 0.82034373

00:22:45.756 --> 00:22:48.019 and social justice so historically,

NOTE Confidence: 0.82034373

00:22:48.020 --> 00:22:49.910 now since its inception about

NOTE Confidence: 0.82034373

00:22:49.910 --> 00:22:51.132 71% are minorities,

NOTE Confidence: 0.82034373

00:22:51.132 --> 00:22:53.237 most of them African American.

NOTE Confidence: 0.82034373

00:22:53.240 --> 00:22:55.664 And then about 15% Caucasian and

NOTE Confidence: 0.82034373

00:22:55.664 --> 00:22:58.989 15% Asian students typically.

NOTE Confidence: 0.82034373

00:22:58.990 --> 00:23:01.438 This is a student centered approach.

NOTE Confidence: 0.82034373

00:23:01.440 --> 00:23:03.570 We attract high achieving minority

NOTE Confidence: 0.82034373

00:23:03.570 --> 00:23:06.349 students and we don't apologize for that.

NOTE Confidence: 0.82034373

00:23:06.350 --> 00:23:07.982 We provide intrusive support

NOTE Confidence: 0.82034373

00:23:07.982 --> 00:23:09.614 with very high expectations.

NOTE Confidence: 0.82034373

00:23:09.620 --> 00:23:12.002 We use a cohort learning model

NOTE Confidence: 0.82034373

00:23:12.002 --> 00:23:14.120 where students work in teams.

NOTE Confidence: 0.82034373

00:23:14.120 --> 00:23:17.753 Let me just give you an example

NOTE Confidence: 0.82034373

00:23:17.753 --> 00:23:19.310 of cohort learning.

00:23:19.310 --> 00:23:21.354 We have a summer bridge where students,

00:23:21.360 --> 00:23:23.997 if they want to be in the Meyerhoff program,

00:23:24.000 --> 00:23:26.030 they have to come and spend six

00:23:26.030 --> 00:23:27.893 weeks on campus in our summer

00:23:27.893 --> 00:23:29.747 bridge and the students like to

00:23:29.747 --> 00:23:31.910 call it a bootcamp an it is tough.

00:23:31.910 --> 00:23:34.087 The students are up at breakfast at

00:23:34.087 --> 00:23:35.664 7 their activities typically don't

00:23:35.664 --> 00:23:37.715 end in the day until about 8:00

00:23:37.715 --> 00:23:39.763 and then they can start studying

00:23:39.763 --> 00:23:40.777 for their classes.

00:23:40.780 --> 00:23:41.956 For which they get,

00:23:41.956 --> 00:23:43.720 they are graded and the grades

00:23:43.786 --> 00:23:45.198 go on their transcripts.

00:23:45.200 --> 00:23:45.510 Now,

00:23:45.510 --> 00:23:47.680 many of these students have never earned

NOTE Confidence: 0.82034373

00:23:47.680 --> 00:23:50.260 AB or have only earned very few bees,

NOTE Confidence: 0.82034373

00:23:50.260 --> 00:23:52.500 and so they're used to doing well

NOTE Confidence: 0.82034373

00:23:52.500 --> 00:23:54.681 while they basically get one of their

NOTE Confidence: 0.82034373

00:23:54.681 --> 00:23:56.900 courses is a very intensive math course.

NOTE Confidence: 0.82034373

00:23:56.900 --> 00:23:58.730 Most students take a full course

NOTE Confidence: 0.82034373

00:23:58.730 --> 00:24:00.370 of calculus in six weeks,

NOTE Confidence: 0.82034373

00:24:00.370 --> 00:24:02.302 plus the social justice classes and

NOTE Confidence: 0.82034373

00:24:02.302 --> 00:24:04.159 learning how to write a resume.

NOTE Confidence: 0.82034373

00:24:04.160 --> 00:24:06.056 There's all kinds of things that

NOTE Confidence: 0.82034373

00:24:06.056 --> 00:24:07.320 they have to do,

NOTE Confidence: 0.82034373

00:24:07.320 --> 00:24:09.329 but this math class is probably a

NOTE Confidence: 0.82034373

00:24:09.329 --> 00:24:11.529 key part of the cohort building.

NOTE Confidence: 0.82034373

00:24:11.530 --> 00:24:13.830 Because.

NOTE Confidence: 0.82034373

00:24:13.830 --> 00:24:16.530 The students typically are asked

NOTE Confidence: 0.82034373

00:24:16.530 --> 00:24:20.059 to self select into groups of four.

NOTE Confidence: 0.82034373

00:24:20.060 --> 00:24:21.824 They are told to learn how to.

NOTE Confidence: 0.82034373

00:24:21.830 --> 00:24:23.601 They are taught to learn how to

NOTE Confidence: 0.82034373

00:24:23.601 --> 00:24:24.360 study as individuals.

NOTE Confidence: 0.82034373

00:24:24.360 --> 00:24:26.590 An study within that group.

NOTE Confidence: 0.8666065

00:24:26.590 --> 00:24:29.610 They take their first quiz.

NOTE Confidence: 0.8666065

00:24:29.610 --> 00:24:34.580 And the group gets the average grade.

NOTE Confidence: 0.8666065

00:24:34.580 --> 00:24:36.924 Of the group, so everybody in a group

NOTE Confidence: 0.8666065

00:24:36.924 --> 00:24:39.429 gets the average grade for that group.

NOTE Confidence: 0.8666065

00:24:39.430 --> 00:24:42.534 But what's even better is the entire class

NOTE Confidence: 0.8666065

00:24:42.534 --> 00:24:45.519 gets the grade for the weakest group.

NOTE Confidence: 0.8666065

00:24:45.520 --> 00:24:47.520 Now if any of you have taught and

NOTE Confidence: 0.8666065

00:24:47.520 --> 00:24:49.159 ask people to study in groups,

NOTE Confidence: 0.8666065

00:24:49.160 --> 00:24:50.460 you know what typically happens.

NOTE Confidence: 0.8666065

00:24:50.460 --> 00:24:52.020 The well prepared students get together

NOTE Confidence: 0.8666065

00:24:52.020 --> 00:24:53.862 and then that leaves the students that

NOTE Confidence: 0.8666065

44

00:24:53.862 --> 00:24:55.140 are less well prepared, struggling,

NOTE Confidence: 0.8666065

00:24:55.140 --> 00:24:56.960 and it really doesn't accomplish much well.

NOTE Confidence: 0.8666065

00:24:56.960 --> 00:24:58.696 Now what happens is they all know

NOTE Confidence: 0.8666065

00:24:58.696 --> 00:25:00.338 that they're all in this together,

NOTE Confidence: 0.8666065

00:25:00.340 --> 00:25:02.146 so the well prepared students are holding

NOTE Confidence: 0.8666065

00:25:02.146 --> 00:25:03.978 their hands up saying who needs help.

NOTE Confidence: 0.8666065

00:25:03.980 --> 00:25:05.843 I got an A and the students they need

NOTE Confidence: 0.8666065

00:25:05.843 --> 00:25:07.669 more help or raising their hands and

NOTE Confidence: 0.8666065

00:25:07.669 --> 00:25:09.371 saying we should work together and

NOTE Confidence: 0.8666065

00:25:09.371 --> 00:25:10.876 they're allowed to reorganize into

NOTE Confidence: 0.8666065

00:25:10.876 --> 00:25:12.732 new groups of four that they then

NOTE Confidence: 0.8666065

00:25:12.732 --> 00:25:14.640 maintained for the rest of the semester.

NOTE Confidence: 0.8666065

00:25:14.640 --> 00:25:17.250 And so this is just one of the more.

NOTE Confidence: 0.8666065

00:25:17.250 --> 00:25:18.940 Interesting ways that Freeman and

NOTE Confidence: 0.8666065

00:25:18.940 --> 00:25:21.535 others came up with for trying to get

NOTE Confidence: 0.8666065

00:25:21.535 --> 00:25:23.488 students to learn to reach out to

NOTE Confidence: 0.8666065

00:25:23.551 --> 00:25:25.579 their colleagues when they need help

NOTE Confidence: 0.8666065

00:25:25.579 --> 00:25:28.929 and to work together as a cohort.

NOTE Confidence: 0.8666065

00:25:28.930 --> 00:25:30.658 There is early emergent in research,

NOTE Confidence: 0.8666065

00:25:30.660 --> 00:25:32.724 so we really want students to focus on

NOTE Confidence: 0.8666065

00:25:32.724 --> 00:25:34.709 their grades during their first semester,

NOTE Confidence: 0.8666065

00:25:34.710 --> 00:25:37.600 and if all is going well and it usually is,

NOTE Confidence: 0.8666065

00:25:37.600 --> 00:25:39.854 then in the second semester we want

NOTE Confidence: 0.8666065

00:25:39.854 --> 00:25:41.685 them interviewing faculty and we they

NOTE Confidence: 0.8666065

00:25:41.685 --> 00:25:43.299 teach them how to interview faculty

NOTE Confidence: 0.8666065

00:25:43.299 --> 00:25:45.475 and then join a research lab in the

NOTE Confidence: 0.8666065

00:25:45.475 --> 00:25:46.760 summer after their freshman year.

NOTE Confidence: 0.8666065

00:25:46.760 --> 00:25:48.475 So they start to see themselves as

NOTE Confidence: 0.8666065

00:25:48.475 --> 00:25:50.410 a scientist right away rather than

NOTE Confidence: 0.8666065

00:25:50.410 --> 00:25:52.045 something that they're aspiring to.

NOTE Confidence: 0.8666065

00:25:52.050 --> 00:25:54.516 And in 10 years or more.

NOTE Confidence: 0.8666065

00:25:54.520 --> 00:25:55.804 And then high exposure.

NOTE Confidence: 0.8666065

00:25:55.804 --> 00:25:57.409 This raises expectations of the

NOTE Confidence: 0.8666065

00:25:57.409 --> 00:25:59.248 faculty and the students, so again,

NOTE Confidence: 0.8666065

00:25:59.248 --> 00:26:02.039 you're in a 350 room class and you're a

NOTE Confidence: 0.8666065

00:26:02.039 --> 00:26:04.695 black student who might be working part time.

NOTE Confidence: 0.8666065

00:26:04.700 --> 00:26:06.290 Maybe you've got a family.

NOTE Confidence: 0.8666065

00:26:06.290 --> 00:26:08.509 Maybe you've coming back to school later.

NOTE Confidence: 0.8666065

00:26:08.510 --> 00:26:10.100 You get that first quiz,

NOTE Confidence: 0.8666065

00:26:10.100 --> 00:26:11.690 and you make a C.

NOTE Confidence: 0.8666065

00:26:11.690 --> 00:26:13.598 Or maybe you've struggled even more.

NOTE Confidence: 0.8666065

00:26:13.600 --> 00:26:14.972 The first impression isn't,

NOTE Confidence: 0.8666065

00:26:14.972 --> 00:26:17.351 I don't belong here because you look

NOTE Confidence: 0.8666065

00:26:17.351 --> 00:26:19.399 down in the front row and you see

NOTE Confidence: 0.8666065

00:26:19.399 --> 00:26:21.228 these other students doing well.

NOTE Confidence: 0.8666065

00:26:21.230 --> 00:26:23.561 So what we see is A is a retention

NOTE Confidence: 0.8666065

00:26:23.561 --> 00:26:25.150 of minority students.

00:26:25.150 --> 00:26:27.068 Even when they're not in our program

00:26:27.068 --> 00:26:29.287 and the GPA's have gone up even when

00:26:29.287 --> 00:26:30.962 they're not in the program because

00:26:30.962 --> 00:26:32.880 they can go to the tutorial center

00:26:32.880 --> 00:26:35.565 now and get help from people with

00:26:35.565 --> 00:26:37.700 that have similar life experiences.

00:26:37.700 --> 00:26:42.452 And I just want to give you an example.

00:26:42.460 --> 00:26:46.750 I prepared this because a northeastern.

00:26:46.750 --> 00:26:47.905 School, not Yale.

00:26:47.905 --> 00:26:50.215 The leader of that school said,

00:26:50.220 --> 00:26:50.593 well,

00:26:50.593 --> 00:26:53.204 we could never do meyerhof at our

00:26:53.204 --> 00:26:55.193 institution because the black students

00:26:55.193 --> 00:26:57.937 just can't compete with our white students.

00:26:57.940 --> 00:27:00.660 They're just too good.

00:27:00.660 --> 00:27:03.108 And so I put this together so that

NOTE Confidence: 0.8666065

00:27:03.108 --> 00:27:05.535 I could present it the next day

NOTE Confidence: 0.8666065

00:27:05.535 --> 00:27:06.927 at a board meeting.

NOTE Confidence: 0.8666065

00:27:06.930 --> 00:27:09.240 And so this individual could see this.

NOTE Confidence: 0.8666065

00:27:09.240 --> 00:27:10.890 So this is typical numbers.

NOTE Confidence: 0.8666065

00:27:10.890 --> 00:27:12.210 What you can see.

NOTE Confidence: 0.8666065

00:27:12.210 --> 00:27:13.860 We had been this year.

NOTE Confidence: 0.8684008

00:27:13.860 --> 00:27:15.840 Given year we had 2100 nominations.

NOTE Confidence: 0.8684008

00:27:15.840 --> 00:27:17.490 We had 500 completed applications,

NOTE Confidence: 0.8684008

00:27:17.490 --> 00:27:19.140 more than 80% in state.

NOTE Confidence: 0.8684008

00:27:19.140 --> 00:27:20.448 Half of the Mail,

NOTE Confidence: 0.8684008

00:27:20.448 --> 00:27:23.058 more than half of 'em minority and I

NOTE Confidence: 0.8684008

00:27:23.058 --> 00:27:25.346 want to point out that the male part

NOTE Confidence: 0.8684008

00:27:25.421 --> 00:27:27.587 is really important because we do

NOTE Confidence: 0.8684008

00:27:27.587 --> 00:27:30.460 have to work really hard to keep their

NOTE Confidence: 0.8684008

00:27:30.460 --> 00:27:33.110 minority population of males as high as the.

NOTE Confidence: 0.8684008

00:27:33.110 --> 00:27:35.729 Is the females.

NOTE Confidence: 0.8684008

00:27:35.730 --> 00:27:38.201 But you can see the ethnicity more

NOTE Confidence: 0.8684008

00:27:38.201 --> 00:27:40.670 than 50% were minorities in the class.

NOTE Confidence: 0.8684008

00:27:40.670 --> 00:27:43.494 I'm just going to quickly point out here.

NOTE Confidence: 0.8684008

00:27:43.500 --> 00:27:44.908 These are the graduation

NOTE Confidence: 0.8684008

00:27:44.908 --> 00:27:46.316 plans in the applications.

NOTE Confidence: 0.8684008

00:27:46.320 --> 00:27:48.800 We have 157 that say they just want

NOTE Confidence: 0.8684008

00:27:48.800 --> 00:27:51.620 to do an MD during selection Week.

NOTE Confidence: 0.8684008

00:27:51.620 --> 00:27:53.988 We bring 10 of 'em in this year

NOTE Confidence: 0.8684008

00:27:53.988 --> 00:27:55.851 because there was something about

NOTE Confidence: 0.8684008

00:27:55.851 --> 00:27:58.257 their application that made us think

NOTE Confidence: 0.8684008

00:27:58.257 --> 00:28:00.439 that they might consider an MD,

NOTE Confidence: 0.8684008

00:28:00.440 --> 00:28:03.128 PhD or research.

NOTE Confidence: 0.8684008

00:28:03.130 --> 00:28:04.820 And then if you look,

NOTE Confidence: 0.8684008

00:28:04.820 --> 00:28:06.716 we ended up with a total

NOTE Confidence: 0.8684008

00:28:06.716 --> 00:28:08.860 of three out of those 157,

NOTE Confidence: 0.8684008

00:28:08.860 --> 00:28:11.114 we're really focusing on people who are

NOTE Confidence: 0.8684008

00:28:11.114 --> 00:28:13.580 hopefully going to become leaders in science,

NOTE Confidence: 0.8684008

00:28:13.580 --> 00:28:16.023 and you can see these are strong

NOTE Confidence: 0.8684008

00:28:16.023 --> 00:28:17.773 students because you know the

NOTE Confidence: 0.8684008

00:28:17.773 --> 00:28:19.978 average GPA of this class was 4.0,

NOTE Confidence: 0.8684008

00:28:19.980 --> 00:28:21.996 seven, and average math S80 was.

NOTE Confidence: 0.8684008

00:28:22.000 --> 00:28:22.493 Here.

NOTE Confidence: 0.8684008

00:28:22.493 --> 00:28:24.958 We have some minority students

NOTE Confidence: 0.8684008

00:28:24.958 --> 00:28:27.949 who have perfect math essay Tees.

NOTE Confidence: 0.8684008

00:28:27.950 --> 00:28:31.338 Now this is 1 individual and I

NOTE Confidence: 0.8684008

00:28:31.338 --> 00:28:34.030 selected this individual for a reason.

NOTE Confidence: 0.8684008

00:28:34.030 --> 00:28:36.154 Because of the person in the

NOTE Confidence: 0.8684008

00:28:36.154 --> 00:28:38.464 audience he came in from a

NOTE Confidence: 0.8684008

00:28:38.464 --> 00:28:40.514 great curriculum in high school.

NOTE Confidence: 0.8684008

00:28:40.520 --> 00:28:42.818 He had already had AP Physics,

NOTE Confidence: 0.8684008

00:28:42.820 --> 00:28:44.730 AP Stat, AP calculus, A&B,

NOTE Confidence: 0.8684008

00:28:44.730 --> 00:28:46.226 AP chemistry, AP biology.

NOTE Confidence: 0.8684008

00:28:46.226 --> 00:28:49.309 He'd he'd scored well on the essay Tees,

NOTE Confidence: 0.8684008

00:28:49.310 --> 00:28:51.596 but not among our very best.

NOTE Confidence: 0.8684008

00:28:51.600 --> 00:28:54.328 He came to UMBC with 41 AP credits

NOTE Confidence: 0.8684008

00:28:54.328 --> 00:28:56.751 at high school research he took

NOTE Confidence: 0.8684008

00:28:56.751 --> 00:28:59.694 first place in a New Jersey Merck

NOTE Confidence: 0.8684008

00:28:59.694 --> 00:29:02.305 State Science Day Test in 7th place

NOTE Confidence: 0.8684008

00:29:02.305 --> 00:29:04.263 in a science Lee competition.

NOTE Confidence: 0.8684008

00:29:04.263 --> 00:29:06.268 He placed into calculus three.

NOTE Confidence: 0.8684008

00:29:06.270 --> 00:29:08.010 He graduated with a four.

NOTE Confidence: 0.8684008

00:29:08.010 --> 00:29:10.044 Oh did research at all these

NOTE Confidence: 0.8684008

00:29:10.044 --> 00:29:11.840 places you can see here.

NOTE Confidence: 0.8684008

00:29:11.840 --> 00:29:14.616 He got into all of the PhD MVP.

NOTE Confidence: 0.8684008

00:29:14.620 --> 00:29:15.697 I'm sorry, MD,

NOTE Confidence: 0.8684008

00:29:15.697 --> 00:29:17.851 PhD programs he applied to and

NOTE Confidence: 0.8684008

00:29:17.851 --> 00:29:19.836 decided to go to Johns Hopkins.

NOTE Confidence: 0.8684008

00:29:19.840 --> 00:29:22.624 Now this is one of the best prepared,

NOTE Confidence: 0.8684008

00:29:22.630 --> 00:29:24.370 highest performing students we've had.

NOTE Confidence: 0.8684008

00:29:24.370 --> 00:29:26.410 There's this is another person

NOTE Confidence: 0.8684008

00:29:26.410 --> 00:29:28.450 in this same individuals class.

NOTE Confidence: 0.8684008

00:29:28.450 --> 00:29:30.914 Who came from Maryland from a weak school?

NOTE Confidence: 0.8684008

00:29:30.920 --> 00:29:32.762 We know it's not the best

NOTE Confidence: 0.8684008

00:29:32.762 --> 00:29:34.630 preparation so our GPA was high,

NOTE Confidence: 0.8684008

00:29:34.630 --> 00:29:37.990 but it doesn't equate to this GPA.

NOTE Confidence: 0.8684008

00:29:37.990 --> 00:29:40.132 Came in with pre calculus AP

NOTE Confidence: 0.8684008

00:29:40.132 --> 00:29:41.560 Biology AP chemistry below.

NOTE Confidence: 0.8684008

00:29:41.560 --> 00:29:42.984 What we would normally

NOTE Confidence: 0.8684008

00:29:42.984 --> 00:29:44.764 expect on the math S80.

NOTE Confidence: 0.8684008

00:29:44.770 --> 00:29:45.841 No AP credits,

NOTE Confidence: 0.8684008

00:29:45.841 --> 00:29:47.983 no research experience in high school,

NOTE Confidence: 0.8684008

00:29:47.990 --> 00:29:50.489 but there was again something about her.

NOTE Confidence: 0.8684008

00:29:50.490 --> 00:29:52.482 She placed into precalculus but there

NOTE Confidence: 0.8684008

00:29:52.482 --> 00:29:54.410 was something about her interview.

NOTE Confidence: 0.8684008

00:29:54.410 --> 00:29:55.838 Something about her that

NOTE Confidence: 0.8684008

00:29:55.838 --> 00:29:57.623 showed fire in the ability.

NOTE Confidence: 0.8684008

00:29:57.630 --> 00:30:00.255 We don't just make acceptance is based.

NOTE Confidence: 0.8684008

00:30:00.260 --> 00:30:02.732 Down scores we look for other things that

NOTE Confidence: 0.8684008

00:30:02.732 --> 00:30:05.505 make us believe they're going to do well,

NOTE Confidence: 0.8684008

00:30:05.510 --> 00:30:06.610 so she ends up.

NOTE Confidence: 0.8684008

00:30:06.610 --> 00:30:09.120 She ends up getting an HMI scholarship.

NOTE Confidence: 0.8684008

00:30:09.120 --> 00:30:10.101 She's a meyerhof.

NOTE Confidence: 0.8684008

00:30:10.101 --> 00:30:12.063 She got into our mark program.

NOTE Confidence: 0.8684008

00:30:12.070 --> 00:30:14.926 She graduated cume Laude A and she

NOTE Confidence: 0.8684008

00:30:14.926 --> 00:30:17.258 just finished her PhD at Upenn.

NOTE Confidence: 0.8684008

00:30:17.260 --> 00:30:19.462 So this is how pulling these

NOTE Confidence: 0.8684008

00:30:19.462 --> 00:30:20.930 students together and having

NOTE Confidence: 0.8591989

00:30:20.998 --> 00:30:23.726 them work as a cohort can actually raise

NOTE Confidence: 0.8591989

00:30:23.726 --> 00:30:26.089 the outcomes for some of our students,

NOTE Confidence: 0.8591989

00:30:26.090 --> 00:30:27.855 and that it's obviously beneficial

NOTE Confidence: 0.8591989

00:30:27.855 --> 00:30:29.620 even for our best students.

NOTE Confidence: 0.86366796

00:30:31.710 --> 00:30:34.120 So what are the outcomes?

NOTE Confidence: 0.86366796

00:30:34.120 --> 00:30:37.480 We've had a total of about 1500

NOTE Confidence: 0.86366796

00:30:37.480 --> 00:30:39.710 meyerhof participants, 71% minority.

NOTE Confidence: 0.86366796

00:30:39.710 --> 00:30:42.885 We've had 1150 graduates 91%.

NOTE Confidence: 0.86366796

00:30:42.890 --> 00:30:45.386 Retained instead and you think about

NOTE Confidence: 0.86366796

00:30:45.386 --> 00:30:48.180 that because these are kids who are

NOTE Confidence: 0.86366796

00:30:48.180 --> 00:30:50.292 coming in from high school telling

NOTE Confidence: 0.86366796

00:30:50.292 --> 00:30:52.767 us they want to be a stem major.

NOTE Confidence: 0.86366796

00:30:52.770 --> 00:30:55.325 An 91% of them are being retained.

NOTE Confidence: 0.86366796

00:30:55.330 --> 00:30:57.370 We've had 930 graduates pursue

NOTE Confidence: 0.86366796

00:30:57.370 --> 00:30:59.002 graduate or professional degrees

NOTE Confidence: 0.86366796

00:30:59.002 --> 00:31:01.189 we've had so far 312 PHD's awarded,

NOTE Confidence: 0.86366796

00:31:01.190 --> 00:31:03.020 of which 82% or minorities.

NOTE Confidence: 0.86366796

00:31:03.020 --> 00:31:05.876 So it's not like it's just the the

NOTE Confidence: 0.86366796

00:31:05.876 --> 00:31:08.398 majority students who are being successful

NOTE Confidence: 0.86366796

00:31:08.398 --> 00:31:10.996 after they leave the minority students

NOTE Confidence: 0.86366796

00:31:11.069 --> 00:31:13.269 are we had 59 MD pH D's awarded.

NOTE Confidence: 0.86366796

00:31:13.270 --> 00:31:15.490 90% of those were minorities.

NOTE Confidence: 0.86366796

00:31:15.490 --> 00:31:17.758 And 256 stem Masters degrees awarded.

NOTE Confidence: 0.86366796

00:31:17.760 --> 00:31:20.544 I should point out that Upenn has the

NOTE Confidence: 0.86366796

00:31:20.544 --> 00:31:22.923 oldest medical school in the country

NOTE Confidence: 0.86366796

00:31:22.923 --> 00:31:25.335 and their first ever African American,

NOTE Confidence: 0.86366796

00:31:25.340 --> 00:31:28.000 MD PhD went to a Meyerhoff scholar.

NOTE Confidence: 0.8573135

00:31:30.140 --> 00:31:33.300 And we now have right now about 260

NOTE Confidence: 0.8573135

00:31:33.300 --> 00:31:36.222 of our graduates meyerhof graduates

NOTE Confidence: 0.8573135

00:31:36.222 --> 00:31:40.296 who are enrolled in Graduate School.

NOTE Confidence: 0.8573135

00:31:40.300 --> 00:31:41.712 Now people say, well,

NOTE Confidence: 0.8573135

00:31:41.712 --> 00:31:43.830 you're selecting the really strong students.

NOTE Confidence: 0.8573135

00:31:43.830 --> 00:31:45.600 They would do well anywhere.

NOTE Confidence: 0.8573135

00:31:45.600 --> 00:31:47.706 Shouldn't you be giving money to

NOTE Confidence: 0.8573135

00:31:47.706 --> 00:31:49.480 people that really needed most?

NOTE Confidence: 0.8573135

00:31:49.480 --> 00:31:51.875 Actually, I should point out

NOTE Confidence: 0.8573135

00:31:51.875 --> 00:31:54.270 Freeman was once confronted by.

NOTE Confidence: 0.8573135

00:31:54.270 --> 00:31:55.430 African American students were

NOTE Confidence: 0.8573135

00:31:55.430 --> 00:31:56.880 not in the Meyerhoff program

NOTE Confidence: 0.8573135

00:31:56.880 --> 00:31:58.469 and they basically said to him,

NOTE Confidence: 0.8573135

00:31:58.470 --> 00:32:00.738 why are you giving them money?

NOTE Confidence: 0.8573135

00:32:00.740 --> 00:32:02.616 We're the ones that really need it.

NOTE Confidence: 0.8573135

00:32:02.620 --> 00:32:04.307 We're the ones that don't have the

NOTE Confidence: 0.8573135

00:32:04.307 --> 00:32:05.830 same preparation and we're struggling.

NOTE Confidence: 0.8573135

00:32:05.830 --> 00:32:08.128 We were holding down jobs and.

NOTE Confidence: 0.8573135

00:32:08.130 --> 00:32:10.280 And it's a it's a tough argument, right?

NOTE Confidence: 0.8573135

00:32:10.280 --> 00:32:11.360 But Freeman said well,

NOTE Confidence: 0.8573135

00:32:11.360 --> 00:32:12.104 wait a minute,

NOTE Confidence: 0.8573135

00:32:12.104 --> 00:32:13.840 you know we're trying to develop science

NOTE Confidence: 0.8573135

00:32:13.891 --> 00:32:15.595 you didn't complain when we gave

NOTE Confidence: 0.8573135

00:32:15.595 --> 00:32:17.010 scholarships to the basketball team.

NOTE Confidence: 0.8573135

00:32:17.010 --> 00:32:19.050 Why are you complaining when we're

NOTE Confidence: 0.8573135

00:32:19.050 --> 00:32:20.696 giving scholarships to people that

NOTE Confidence: 0.8573135

00:32:20.696 --> 00:32:22.520 want to do science and want to go

NOTE Confidence: 0.8573135

00:32:22.520 --> 00:32:24.403 into medicine and want to improve

NOTE Confidence: 0.8573135

00:32:24.403 --> 00:32:25.998 the health of your communities?

NOTE Confidence: 0.8573135

00:32:26.000 --> 00:32:28.960 So. There is a.

NOTE Confidence: 0.8573135

00:32:28.960 --> 00:32:29.700 Perception,

NOTE Confidence: 0.8573135

00:32:29.700 --> 00:32:32.605 even among our black students that we're

NOTE Confidence: 0.8573135

00:32:32.605 --> 00:32:35.029 helping people that don't need help.

NOTE Confidence: 0.8573135

00:32:35.030 --> 00:32:35.632 But actually,

NOTE Confidence: 0.8573135

00:32:35.632 --> 00:32:37.137 so we've what we've done,

NOTE Confidence: 0.8573135

00:32:37.140 --> 00:32:39.260 and this is again one of the genius

NOTE Confidence: 0.8573135

00:32:39.260 --> 00:32:41.367 things that Freeman and his colleagues,

NOTE Confidence: 0.8573135

00:32:41.370 --> 00:32:44.840 when they first started the program, did.

NOTE Confidence: 0.8573135

00:32:44.840 --> 00:32:46.748 Is when they invited families to

NOTE Confidence: 0.8573135

00:32:46.748 --> 00:32:48.550 come to our selection weekend.

NOTE Confidence: 0.8573135

00:32:48.550 --> 00:32:52.015 We asked the parents to sign forms.

NOTE Confidence: 0.8573135

00:32:52.020 --> 00:32:53.833 That say that if we make your

NOTE Confidence: 0.8573135

00:32:53.833 --> 00:32:55.549 son or daughter an offer and you

NOTE Confidence: 0.8573135

00:32:55.549 --> 00:32:57.499 turn us down to go to the Ivies.

NOTE Confidence: 0.8573135

00:32:57.500 --> 00:32:59.288 That we can track their academic

NOTE Confidence: 0.8573135

00:32:59.288 --> 00:33:00.871 performance and the parents mostly

NOTE Confidence: 0.8573135

00:33:00.871 --> 00:33:02.561 signed those because they didn't

NOTE Confidence: 0.8573135

00:33:02.561 --> 00:33:03.913 know what scholarship offers

NOTE Confidence: 0.8573135

00:33:03.963 --> 00:33:05.629 their kids were going to get or

NOTE Confidence: 0.8573135

00:33:05.629 --> 00:33:07.154 where they would want to go.

NOTE Confidence: 0.8573135

00:33:07.154 --> 00:33:09.710 So we have a control group now of students

NOTE Confidence: 0.8573135

00:33:09.710 --> 00:33:12.550 who by every metric we could come up with,

NOTE Confidence: 0.8573135

00:33:12.550 --> 00:33:13.924 whether it's GPA,

NOTE Confidence: 0.8573135

00:33:13.924 --> 00:33:14.840 SAT scores.

NOTE Confidence: 0.8573135

00:33:14.840 --> 00:33:16.408 High School Research experience

NOTE Confidence: 0.8573135

00:33:16.408 --> 00:33:18.368 stated interest in wanting to

NOTE Confidence: 0.8573135

00:33:18.368 --> 00:33:20.539 be a scientist by every metric.

NOTE Confidence: 0.8573135

00:33:20.540 --> 00:33:23.144 They would be great in our program

NOTE Confidence: 0.8573135

00:33:23.144 --> 00:33:25.860 for those that that turned us down.

NOTE Confidence: 0.8573135

00:33:25.860 --> 00:33:27.820 They graduated with similar GPA's

NOTE Confidence: 0.8573135

00:33:27.820 --> 00:33:30.236 but they were half as likely

NOTE Confidence: 0.8573135

00:33:30.236 --> 00:33:32.504 to graduate with a stem degree

NOTE Confidence: 0.8573135

00:33:32.504 --> 00:33:34.971 and seven times less likely to

NOTE Confidence: 0.8573135

00:33:34.971 --> 00:33:37.066 complete a STEM graduate degree.

NOTE Confidence: 0.8573135

00:33:37.070 --> 00:33:39.436 So in terms of having an impact,

NOTE Confidence: 0.8573135

00:33:39.440 --> 00:33:41.648 we're having an enormous impact on

NOTE Confidence: 0.8573135

00:33:41.648 --> 00:33:43.482 retention of high achieving students

NOTE Confidence: 0.8573135

00:33:43.482 --> 00:33:45.858 who say they want to be a scientist.

NOTE Confidence: 0.8573135

00:33:45.860 --> 00:33:47.888 We're helping them achieve their dreams.

NOTE Confidence: 0.82278216

00:33:50.480 --> 00:33:53.688 Now this is obviously had a huge impact

NOTE Confidence: 0.82278216

00:33:53.688 --> 00:33:55.710 on institutional climate by 2005,

NOTE Confidence: 0.82278216

00:33:55.710 --> 00:33:57.720 and this was a paper

NOTE Confidence: 0.82278216

00:33:57.720 --> 00:33:59.730 published by Freeman and me.

NOTE Confidence: 0.82278216

00:33:59.730 --> 00:34:02.946 We we showed that we saw in more

NOTE Confidence: 0.82278216

00:34:02.946 --> 00:34:05.658 than 400% increase in non meyerhof

NOTE Confidence: 0.82278216

00:34:05.658 --> 00:34:07.566 African American stem degrees.

NOTE Confidence: 0.82278216

00:34:07.570 --> 00:34:10.594 We saw African American stem GPA's at

NOTE Confidence: 0.82278216

00:34:10.594 --> 00:34:12.366 graduation finally equal Caucasians

NOTE Confidence: 0.82278216

00:34:12.366 --> 00:34:15.194 from 2.7 which is still the national

NOTE Confidence: 0.82278216

00:34:15.194 --> 00:34:18.061 average to about 3.2 which is the

NOTE Confidence: 0.82278216

00:34:18.061 --> 00:34:20.488 national average for Caucasians in STEM.

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NOTE Confidence: 0.82278216

00:34:20.488 --> 00:34:22.240 Meyerhoff components were adapted

NOTE Confidence: 0.82278216

00:34:22.240 --> 00:34:23.992 within the broader curriculum.

NOTE Confidence: 0.82278216

00:34:24.000 --> 00:34:26.728 I can talk to you about that later,

NOTE Confidence: 0.82278216

00:34:26.730 --> 00:34:29.054 and that's probably also had an effect

NOTE Confidence: 0.82278216

00:34:29.054 --> 00:34:31.154 on retention of non meyerhoff scholars

NOTE Confidence: 0.82278216

00:34:31.154 --> 00:34:33.569 in the Sciences and then by 2018.

NOTE Confidence: 0.82278216

00:34:33.570 --> 00:34:35.280 We're really proud of this.

NOTE Confidence: 0.82278216

00:34:35.280 --> 00:34:37.352 We haven't published this and he is

NOTE Confidence: 0.82278216

00:34:37.352 --> 00:34:39.730 not in any peer reviewed article,

NOTE Confidence: 0.82278216

00:34:39.730 --> 00:34:42.082 but we we posted this if you're

NOTE Confidence: 0.82278216

00:34:42.082 --> 00:34:43.490 African American at UMBC,

NOTE Confidence: 0.82278216

00:34:43.490 --> 00:34:45.404 it doesn't matter what your what

NOTE Confidence: 0.82278216

00:34:45.404 --> 00:34:47.821 your major is or or what Department

NOTE Confidence: 0.82278216

00:34:47.821 --> 00:34:50.327 you're in or what program you're in.

NOTE Confidence: 0.82278216

00:34:50.330 --> 00:34:51.905 Meyerhof non meyerhof.

NOTE Confidence: 0.82278216

00:34:51.905 --> 00:34:54.530 Graduation rates equal or exceed

NOTE Confidence: 0.82278216

00:34:54.530 --> 00:34:56.500 Caucasians in all majors.

NOTE Confidence: 0.82278216

00:34:56.500 --> 00:34:58.537 Just to give you a couple examples,

NOTE Confidence: 0.82278216

00:34:58.540 --> 00:34:59.416 this is Isaac.

NOTE Confidence: 0.82278216

00:34:59.416 --> 00:35:01.168 In day he came from California.

NOTE Confidence: 0.82278216

00:35:01.170 --> 00:35:02.976 We do take a small number of

NOTE Confidence: 0.82278216

00:35:02.976 --> 00:35:04.380 out of state students,

NOTE Confidence: 0.82278216

00:35:04.380 --> 00:35:06.284 but because we have to come up

NOTE Confidence: 0.82278216

00:35:06.284 --> 00:35:07.890 with the money for tuition,

NOTE Confidence: 0.82278216

00:35:07.890 --> 00:35:09.350 the numbers are pretty small.

NOTE Confidence: 0.82278216

00:35:09.350 --> 00:35:12.023 This is one that we took and his younger

NOTE Confidence: 0.82278216

00:35:12.023 --> 00:35:14.306 brother opinion I Zic worked in my lab.

NOTE Confidence: 0.82278216

00:35:14.310 --> 00:35:16.354 He published a few papers with me.

NOTE Confidence: 0.82278216

00:35:16.360 --> 00:35:18.106 He turned actually he turned down.

NOTE Confidence: 0.82278216

00:35:18.110 --> 00:35:20.960 Stanford said to come to UMBC.

NOTE Confidence: 0.82278216

00:35:20.960 --> 00:35:23.744 He did after graduating from UMBC did his

NOTE Confidence: 0.82278216

00:35:23.744 --> 00:35:27.196 MD PhD with Bert Vogelstein he come up with.

NOTE Confidence: 0.82278216

00:35:27.200 --> 00:35:30.404 He came up with a way of detecting cancers

NOTE Confidence: 0.82278216

00:35:30.404 --> 00:35:33.437 early in Pap smears and in fecal samples.

NOTE Confidence: 0.82278216

00:35:33.440 --> 00:35:35.642 So he Co founded a company

NOTE Confidence: 0.82278216

00:35:35.642 --> 00:35:37.110 called Thrive Early Detection.

NOTE Confidence: 0.82278216

00:35:37.110 --> 00:35:39.306 This guy is going to revolutionize

NOTE Confidence: 0.82278216

00:35:39.306 --> 00:35:40.404 healthcare for women.

NOTE Confidence: 0.82278216

00:35:40.410 --> 00:35:41.698 He made it too.

NOTE Confidence: 0.82278216

00:35:41.698 --> 00:35:44.156 He was he was featured in Forbes

NOTE Confidence: 0.82278216

00:35:44.156 --> 00:35:45.916 magazine 30 under 30.

NOTE Confidence: 0.82278216

00:35:45.920 --> 00:35:48.489 You may have seen Kizzie on television

NOTE Confidence: 0.82278216

00:35:48.489 --> 00:35:50.319 sometime over the past year.

NOTE Confidence: 0.82278216

00:35:50.320 --> 00:35:52.270 Kosmicki A she is a.

NOTE Confidence: 0.82278216

00:35:52.270 --> 00:35:54.594 A leading the effort to work with

NOTE Confidence: 0.82278216

00:35:54.594 --> 00:35:56.939 Moderna to develop the Moderna vaccine.

NOTE Confidence: 0.82278216

00:35:56.940 --> 00:35:59.551 You can see her on television here

NOTE Confidence: 0.82278216

00:35:59.551 --> 00:36:01.803 and actually one of the scientists

NOTE Confidence: 0.82278216

00:36:01.803 --> 00:36:04.677 at Moderna worked in my lab on RNA

NOTE Confidence: 0.82278216

00:36:04.677 --> 00:36:07.036 work before doing his PhD at UCLA

NOTE Confidence: 0.82278216

00:36:07.036 --> 00:36:09.300 and he's now at Moderna working with

NOTE Confidence: 0.82278216

00:36:09.300 --> 00:36:12.019 Kizzie on the on the Moderna vaccine.

NOTE Confidence: 0.82278216

00:36:12.020 --> 00:36:14.168 We've had an impact beyond UMBC.

NOTE Confidence: 0.82278216

00:36:14.170 --> 00:36:16.318 I know you've seen Jerome Adams

NOTE Confidence: 0.82278216

00:36:16.318 --> 00:36:17.392 on television recently.

NOTE Confidence: 0.82278216

00:36:17.400 --> 00:36:18.920 He's Rus surgeon general,

NOTE Confidence: 0.82278216

00:36:18.920 --> 00:36:20.820 especially in the early days

NOTE Confidence: 0.82278216

00:36:20.820 --> 00:36:22.540 of Covid and then you.

NOTE Confidence: 0.82278216

00:36:22.540 --> 00:36:25.636 I don't know if you know Sylvia Trent Adams.

NOTE Confidence: 0.82278216

00:36:25.640 --> 00:36:27.355 She's a deputy principal deputy

NOTE Confidence: 0.82278216

00:36:27.355 --> 00:36:28.727 Assistant Secretary for health,

NOTE Confidence: 0.82278216

00:36:28.730 --> 00:36:30.977 and we've had 40 of our former

NOTE Confidence: 0.82278216

00:36:30.977 --> 00:36:32.367 Meyerhoff undergraduates take tenured

NOTE Confidence: 0.82278216

00:36:32.367 --> 00:36:34.237 or tenure track faculty positions.

NOTE Confidence: 0.82278216

00:36:34.240 --> 00:36:36.298 Here's just a mosaic that I

NOTE Confidence: 0.82278216

00:36:36.298 --> 00:36:37.327 put together recently.

NOTE Confidence: 0.82278216

00:36:37.330 --> 00:36:39.400 Some of you already know cough,

NOTE Confidence: 0.82278216

00:36:39.400 --> 00:36:41.458 who's up there in the middle,

NOTE Confidence: 0.82278216

00:36:41.460 --> 00:36:43.518 'cause he just visited or vert,

NOTE Confidence: 0.82278216

00:36:43.520 --> 00:36:44.944 probably virtually visited Yale,

NOTE Confidence: 0.82278216

00:36:44.944 --> 00:36:47.649 and these are the places where they are.

NOTE Confidence: 0.82278216

00:36:47.650 --> 00:36:48.770 They're not bad, right?

NOTE Confidence: 0.82278216

00:36:48.770 --> 00:36:50.450 We have four of our former

NOTE Confidence: 0.8075087

00:36:50.510 --> 00:36:51.770 Meyerhoff undergraduates now

NOTE Confidence: 0.8075087

00:36:51.770 --> 00:36:53.870 have tenured or tenure track

NOTE Confidence: 0.8075087

00:36:53.870 --> 00:36:55.219 faculty positions at Duke.

NOTE Confidence: 0.8075087

00:36:55.220 --> 00:36:57.548 Two of them are at Stanford.

NOTE Confidence: 0.8075087

66

00:36:57.550 --> 00:36:59.410 Several are at Johns Hopkins in

NOTE Confidence: 0.8075087

00:36:59.410 --> 00:37:01.270 tenured or tenure track positions,

NOTE Confidence: 0.8075087

00:37:01.270 --> 00:37:03.629 and these are all the other research.

NOTE Confidence: 0.8075087

00:37:03.630 --> 00:37:05.320 One universities that have our

NOTE Confidence: 0.8075087

00:37:05.320 --> 00:37:07.010 former undergrads on their faculty.

NOTE Confidence: 0.8111201

00:37:09.530 --> 00:37:11.870 Now, everything I've been telling you

NOTE Confidence: 0.8111201

00:37:11.870 --> 00:37:14.241 about it relates to our undergraduate

NOTE Confidence: 0.8111201

00:37:14.241 --> 00:37:16.824 program and one of the things that

NOTE Confidence: 0.8111201

00:37:16.824 --> 00:37:19.118 I did early on was I thought,

NOTE Confidence: 0.8111201

00:37:19.120 --> 00:37:21.340 well, you know what we're doing.

NOTE Confidence: 0.8111201

00:37:21.340 --> 00:37:23.548 All this great work with undergrads.

NOTE Confidence: 0.8111201

00:37:23.550 --> 00:37:26.494 What are we doing at the graduate level?

NOTE Confidence: 0.8111201

00:37:26.500 --> 00:37:29.484 And this is a chart showing minority science

NOTE Confidence: 0.8111201

00:37:29.484 --> 00:37:31.668 and engineering PHD's awarded by UMBC.

NOTE Confidence: 0.8111201

00:37:31.670 --> 00:37:33.878 And remember my I moved UMBC,

NOTE Confidence: 0.8111201

00:37:33.880 --> 00:37:35.620 and 87 Meyerhoff undergraduate was

NOTE Confidence: 0.8111201

00:37:35.620 --> 00:37:38.968 started in 89 and so this is the period

NOTE Confidence: 0.8111201

00:37:38.968 --> 00:37:40.898 with which the Meyerhoff undergrad

NOTE Confidence: 0.8111201

00:37:40.898 --> 00:37:42.928 program was really getting going.

NOTE Confidence: 0.8111201

00:37:42.930 --> 00:37:45.705 And this is an awful chart, right?

NOTE Confidence: 0.8111201

00:37:45.705 --> 00:37:47.680 This is a binary chart.

NOTE Confidence: 0.8111201

00:37:47.680 --> 00:37:50.056 We produce 0001 pH D 000011.

NOTE Confidence: 0.8111201

00:37:50.060 --> 00:37:53.602 So these are the numbers of PHD's

NOTE Confidence: 0.8111201

00:37:53.602 --> 00:37:57.210 in all areas of stem from UMBC.

NOTE Confidence: 0.8111201

00:37:57.210 --> 00:37:58.506 So I started this.

NOTE Confidence: 0.8111201

00:37:58.506 --> 00:38:00.126 What we call the Meyerhoff

NOTE Confidence: 0.8111201

00:38:00.126 --> 00:38:01.470 Graduate Fellows program.

NOTE Confidence: 0.8111201

00:38:01.470 --> 00:38:04.046 It's a lot different from the undergrad

NOTE Confidence: 0.8111201

00:38:04.046 --> 00:38:05.916 program because these students have

NOTE Confidence: 0.8111201

00:38:05.916 --> 00:38:08.016 families and you know they're at

NOTE Confidence: 0.8111201

00:38:08.016 --> 00:38:09.989 a different stage in their life,

NOTE Confidence: 0.8111201

00:38:09.990 --> 00:38:12.475 so we have different activities for them.

NOTE Confidence: 0.8111201

00:38:12.480 --> 00:38:13.840 It's been supported exclusively

NOTE Confidence: 0.8111201

00:38:13.840 --> 00:38:16.380 by 1 grant from the NIH called.

NOTE Confidence: 0.8111201

00:38:16.380 --> 00:38:18.160 It was an IMS Degrant,

NOTE Confidence: 0.8111201

00:38:18.160 --> 00:38:20.194 and we originally supported students for

NOTE Confidence: 0.8111201

00:38:20.194 --> 00:38:23.130 the first 2 years and sometimes three years.

NOTE Confidence: 0.8111201

00:38:23.130 --> 00:38:25.236 But as faculty began taking more

NOTE Confidence: 0.8111201

00:38:25.236 --> 00:38:27.055 and more risks because they

NOTE Confidence: 0.8111201

00:38:27.055 --> 00:38:28.810 saw the students doing well,

NOTE Confidence: 0.8111201

00:38:28.810 --> 00:38:29.394 you know.

NOTE Confidence: 0.8111201

00:38:29.394 --> 00:38:31.438 Taking students from places they might not

NOTE Confidence: 0.8111201

00:38:31.438 --> 00:38:33.417 normally take students into their programs,

NOTE Confidence: 0.8111201

00:38:33.420 --> 00:38:35.700 we were able to cut back the number

NOTE Confidence: 0.8111201

00:38:35.700 --> 00:38:38.085 of years to now wait for many years.

NOTE Confidence: 0.8111201

00:38:38.090 --> 00:38:39.770 Now we only provide one year

NOTE Confidence: 0.8111201

00:38:39.770 --> 00:38:41.300 of support from the grant,

NOTE Confidence: 0.8111201

00:38:41.300 --> 00:38:43.046 and then they immediately go onto

NOTE Confidence: 0.8111201

00:38:43.046 --> 00:38:44.510 training grants or borrow ones,

NOTE Confidence: 0.8111201

00:38:44.510 --> 00:38:46.554 and so this was one of our,

NOTE Confidence: 0.8111201

00:38:46.560 --> 00:38:47.116 you know,

NOTE Confidence: 0.8111201

00:38:47.116 --> 00:38:49.062 this was after maybe four or five

NOTE Confidence: 0.8111201

00:38:49.062 --> 00:38:50.788 years of our program in place

NOTE Confidence: 0.8111201

00:38:50.788 --> 00:38:52.690 where we went white water rafting.

NOTE Confidence: 0.8111201

00:38:52.690 --> 00:38:53.560 We go hiking.

NOTE Confidence: 0.8111201

00:38:53.560 --> 00:38:55.300 This was a shot taken above

NOTE Confidence: 0.8111201

00:38:55.300 --> 00:38:56.479 Harpers Ferry in 2017.

NOTE Confidence: 0.8111201

00:38:56.480 --> 00:38:58.238 That's a terrific group of people.

NOTE Confidence: 0.8111201

00:38:58.240 --> 00:38:59.986 This just shows you some numbers.

NOTE Confidence: 0.8111201

00:38:59.990 --> 00:39:01.976 These are the numbers of students

NOTE Confidence: 0.8111201

00:39:01.976 --> 00:39:03.840 supported by the grant in blue.

NOTE Confidence: 0.8111201

00:39:03.840 --> 00:39:06.619 And the numbers of students supported by

NOTE Confidence: 0.8111201

00:39:06.619 --> 00:39:08.828 institutional or other funding in red.

NOTE Confidence: 0.8111201

00:39:08.830 --> 00:39:11.894 And this shows by 2017 we are up.

NOTE Confidence: 0.8111201

00:39:11.900 --> 00:39:14.980 We started with three three students by 2017.

NOTE Confidence: 0.8111201

00:39:14.980 --> 00:39:17.654 We're up to over 100 enrolled students.

NOTE Confidence: 0.8111201

00:39:17.660 --> 00:39:19.580 These are PHD's awarded to

NOTE Confidence: 0.8111201

00:39:19.580 --> 00:39:21.116 minorities in this program.

NOTE Confidence: 0.8111201

00:39:21.120 --> 00:39:24.675 You can see the numbers going up so from

NOTE Confidence: 0.8111201

00:39:24.675 --> 00:39:28.415 that ain't a 10 year period from 87 to 97,

NOTE Confidence: 0.8111201

00:39:28.420 --> 00:39:30.325 UMBC produced six minority PHD's

NOTE Confidence: 0.8111201

00:39:30.325 --> 00:39:32.680 and now we produce 142 minority

NOTE Confidence: 0.8111201

00:39:32.680 --> 00:39:34.936 PHD's in this 20 year period.

NOTE Confidence: 0.8111201

00:39:34.940 --> 00:39:37.286 We have 28 more that are

NOTE Confidence: 0.8111201

00:39:37.286 --> 00:39:38.850 now advanced to candidacy.

NOTE Confidence: 0.8111201

00:39:38.850 --> 00:39:41.979 We have an 84% retention rate and

NOTE Confidence: 0.8111201

00:39:41.979 --> 00:39:44.341 112 minorities were enrolled in

NOTE Confidence: 0.8111201

00:39:44.341 --> 00:39:47.589 September of this year and we've been

NOTE Confidence: 0.8111201

00:39:47.589 --> 00:39:50.508 above 100 for the past four years.

NOTE Confidence: 0.8111201

00:39:50.510 --> 00:39:52.706 Many programs, like our biochemistry program,

NOTE Confidence: 0.8111201

00:39:52.710 --> 00:39:54.725 which includes the medical school

NOTE Confidence: 0.8111201

00:39:54.725 --> 00:39:57.243 downtown we're up to between 30 and

NOTE Confidence: 0.8111201

00:39:57.243 --> 00:40:00.970 40% of our PhD students are minorities.

NOTE Confidence: 0.8111201

00:40:00.970 --> 00:40:03.490 So my half is considered the gold

NOTE Confidence: 0.8111201

00:40:03.490 --> 00:40:04.998 standard for inclusive excellence

NOTE Confidence: 0.8111201

00:40:04.998 --> 00:40:06.818 in stem by some people.

NOTE Confidence: 0.8111201

00:40:06.820 --> 00:40:07.822 The question is,

NOTE Confidence: 0.8111201

00:40:07.822 --> 00:40:11.070 can it be adopted at a majority institution?

NOTE Confidence: 0.8111201

00:40:11.070 --> 00:40:13.275 Other majority institutions with like

NOTE Confidence: 0.8111201

00:40:13.275 --> 00:40:15.480 minded majority leadership and our

NOTE Confidence: 0.86788493

00:40:15.550 --> 00:40:17.654 view is that you know most of the

NOTE Confidence: 0.86788493

00:40:17.654 --> 00:40:20.058 PHD's are coming to minorities are

NOTE Confidence: 0.86788493

00:40:20.058 --> 00:40:21.866 coming from majority institutions.

NOTE Confidence: 0.86788493

00:40:21.870 --> 00:40:25.010 We should be doing a better job and when I

NOTE Confidence: 0.86788493

00:40:25.087 --> 00:40:28.375 raise the question to my colleagues you know

NOTE Confidence: 0.86788493

00:40:28.375 --> 00:40:31.516 why aren't you doing something like this?

NOTE Confidence: 0.86788493

00:40:31.520 --> 00:40:34.600 The answer that I always got was

NOTE Confidence: 0.86788493

00:40:34.600 --> 00:40:37.839 we don't have a Freeman ribowsky.

NOTE Confidence: 0.86788493

00:40:37.840 --> 00:40:39.544 Right, so the assumption is that

NOTE Confidence: 0.86788493

00:40:39.544 --> 00:40:41.788 you have to have a black president.

NOTE Confidence: 0.86788493

00:40:41.790 --> 00:40:43.680 Or at least the charismatic dynamic

NOTE Confidence: 0.86788493

00:40:43.680 --> 00:40:44.310 black president.

NOTE Confidence: 0.86788493

00:40:44.310 --> 00:40:45.890 Like Freeman, if you wanted,

NOTE Confidence: 0.86788493

00:40:45.890 --> 00:40:47.460 do something important for minority

NOTE Confidence: 0.86788493

00:40:47.460 --> 00:40:48.716 students at your institution.

NOTE Confidence: 0.86788493

00:40:48.720 --> 00:40:51.023 And to me that was an experiment

NOTE Confidence: 0.86788493

00:40:51.023 --> 00:40:52.819 that just begged to be done.

NOTE Confidence: 0.86788493

00:40:52.820 --> 00:40:54.857 And so we started a partnership with

NOTE Confidence: 0.86788493

00:40:54.857 --> 00:40:56.600 the University of North Carolina,

73

NOTE Confidence: 0.86788493

00:40:56.600 --> 00:40:58.490 Chapel Hill and Penn State University,

NOTE Confidence: 0.86788493

00:40:58.490 --> 00:41:00.120 primarily because they were the

NOTE Confidence: 0.86788493

00:41:00.120 --> 00:41:02.270 first to really reach out and say,

NOTE Confidence: 0.86788493

00:41:02.270 --> 00:41:03.462 would you help us?

NOTE Confidence: 0.86788493

00:41:03.462 --> 00:41:06.049 And then I went to HMI and asked,

NOTE Confidence: 0.86788493

00:41:06.050 --> 00:41:07.940 how are you some medical Institute?

NOTE Confidence: 0.86788493

00:41:07.940 --> 00:41:09.794 If they could provide some seed

NOTE Confidence: 0.86788493

00:41:09.794 --> 00:41:12.030 money and they did more than that,

NOTE Confidence: 0.86788493

00:41:12.030 --> 00:41:13.430 they actually help with.

NOTE Confidence: 0.86788493

00:41:13.430 --> 00:41:15.180 On site meetings and bringing

NOTE Confidence: 0.86788493

00:41:15.180 --> 00:41:17.579 in experts to help guide us and

NOTE Confidence: 0.86788493

00:41:17.579 --> 00:41:19.388 several other things that have

NOTE Confidence: 0.86788493

00:41:19.388 --> 00:41:21.056 helped with this partnership.

NOTE Confidence: 0.86788493

00:41:21.060 --> 00:41:23.190 So let me just tell you

NOTE Confidence: 0.86788493

00:41:23.190 --> 00:41:24.255 the institutional context.

NOTE Confidence: 0.86788493

00:41:24.260 --> 00:41:26.040 UMBC has about 11,000 undergrads,

NOTE Confidence: 0.86788493

00:41:26.040 --> 00:41:28.176 34% of our students are minorities,

NOTE Confidence: 0.86788493

00:41:28.180 --> 00:41:29.245 70% African American,

NOTE Confidence: 0.86788493

00:41:29.245 --> 00:41:31.375 and we're a suburb of Baltimore.

NOTE Confidence: 0.86788493

00:41:31.380 --> 00:41:32.956 UNC has 18,000 undergrads.

NOTE Confidence: 0.86788493

00:41:32.956 --> 00:41:35.320 They have a medical school there

NOTE Confidence: 0.86788493

00:41:35.396 --> 00:41:37.524 only half as diverse as UMBC with

NOTE Confidence: 0.86788493

00:41:37.524 --> 00:41:39.564 only 8% African Americans and have

NOTE Confidence: 0.86788493

00:41:39.564 --> 00:41:41.344 a terrible history of inclusion,

NOTE Confidence: 0.86788493

00:41:41.350 --> 00:41:44.128 they only had four Blacks on

NOTE Confidence: 0.86788493

00:41:44.128 --> 00:41:46.580 their campus in by 1960.

NOTE Confidence: 0.86788493

00:41:46.580 --> 00:41:48.974 And if you look at Penn State,

NOTE Confidence: 0.86788493

00:41:48.980 --> 00:41:50.984 this is where I really did

NOTE Confidence: 0.86788493

00:41:50.984 --> 00:41:52.750 not think this would work.

NOTE Confidence: 0.86788493

00:41:52.750 --> 00:41:54.126 They have 41,000 undergrads,

NOTE Confidence: 0.86788493

00:41:54.126 --> 00:41:56.038 12% minorities, 5% African Americans,

NOTE Confidence: 0.86788493

00:41:56.038 --> 00:41:58.390 so their their diversity is very

NOTE Confidence: 0.86788493

00:41:58.456 --> 00:42:00.297 low compared to the rest of us.

NOTE Confidence: 0.86788493

00:42:00.300 --> 00:42:03.117 Yet they are the top five among the top

NOTE Confidence: 0.86788493

00:42:03.117 --> 00:42:05.788 five schools of origin of Stem PHD's.

NOTE Confidence: 0.86788493

00:42:05.790 --> 00:42:07.680 So 193 year PHD's per year

NOTE Confidence: 0.86788493

00:42:07.680 --> 00:42:09.560 over a 10 year period.

NOTE Confidence: 0.86788493

00:42:09.560 --> 00:42:11.388 According to the NSF,

NOTE Confidence: 0.86788493

00:42:11.388 --> 00:42:14.530 193 PHD's in STEM in the US.

NOTE Confidence: 0.86788493

00:42:14.530 --> 00:42:16.552 Got their undergraduate

NOTE Confidence: 0.86788493

00:42:16.552 --> 00:42:19.248 degrees at Penn State.

NOTE Confidence: 0.86788493

00:42:19.250 --> 00:42:21.050 But of those 193,

NOTE Confidence: 0.86788493

00:42:21.050 --> 00:42:23.300 only four year African American.

NOTE Confidence: 0.86788493

00:42:23.300 --> 00:42:24.840 And their chief diversity Officer

NOTE Confidence: 0.86788493

00:42:24.840 --> 00:42:27.062 told us this will never work at

NOTE Confidence: 0.86788493

00:42:27.062 --> 00:42:28.627 Penn State because parents of

NOTE Confidence: 0.86788493

00:42:28.627 --> 00:42:30.205 high achieving black kids will

NOTE Confidence: 0.86788493

00:42:30.205 --> 00:42:31.945 not trust us with their children.

NOTE Confidence: 0.86788493

00:42:31.950 --> 00:42:34.288 And so we took a partnership approach.

NOTE Confidence: 0.86788493

00:42:34.290 --> 00:42:36.060 There's immersive meyerhof training their

NOTE Confidence: 0.86788493

00:42:36.060 --> 00:42:38.299 faculty that we're going to do this,

NOTE Confidence: 0.86788493

00:42:38.300 --> 00:42:38.986 their administrators,

NOTE Confidence: 0.86788493

00:42:38.986 --> 00:42:41.387 even some of their leaders came to

NOTE Confidence: 0.86788493

00:42:41.387 --> 00:42:43.310 UMBC to learn about our program.

NOTE Confidence: 0.86788493

00:42:43.310 --> 00:42:44.980 We went to their institutions.

NOTE Confidence: 0.86788493

00:42:44.980 --> 00:42:47.409 I stayed in a student dorm for

NOTE Confidence: 0.86788493

00:42:47.409 --> 00:42:49.990 about a week and a half at UNC,

NOTE Confidence: 0.86788493

00:42:49.990 --> 00:42:51.790 and we went with Meyerhoff scholars

NOTE Confidence: 0.86788493

00:42:51.790 --> 00:42:53.365 and even our parents Association

NOTE Confidence: 0.86788493

00:42:53.365 --> 00:42:55.612 to both campuses to help them with

NOTE Confidence: 0.86788493

00:42:55.612 --> 00:42:57.330 their initial recruiting efforts.

NOTE Confidence: 0.86788493

00:42:57.330 --> 00:42:59.340 We have BI weekly staff meetings,

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NOTE Confidence: 0.86788493

00:42:59.340 --> 00:43:00.796 annual leadership meetings that

NOTE Confidence: 0.86788493

00:43:00.796 --> 00:43:02.616 go on to this day.

NOTE Confidence: 0.86788493

00:43:02.620 --> 00:43:03.306 An regular,

NOTE Confidence: 0.86788493

00:43:03.306 --> 00:43:04.335 ongoing formative assessment

NOTE Confidence: 0.86788493

00:43:04.335 --> 00:43:06.409 which is key to everything we do.

NOTE Confidence: 0.86788493

00:43:06.410 --> 00:43:08.228 Everything is based on numbers and

NOTE Confidence: 0.86788493

00:43:08.228 --> 00:43:10.799 I should tell you at the very first

NOTE Confidence: 0.86788493

00:43:10.799 --> 00:43:12.419 selection weekend at Penn State.

NOTE Confidence: 0.8654797

00:43:12.420 --> 00:43:14.660 And again, this is where we were told

NOTE Confidence: 0.8654797

00:43:14.660 --> 00:43:17.219 that this would not work there by there

NOTE Confidence: 0.8654797

00:43:17.219 --> 00:43:19.050 by their chief diversity Officer,

NOTE Confidence: 0.8654797

00:43:19.050 --> 00:43:20.946 who'd been there for 20 years,

NOTE Confidence: 0.8654797

00:43:20.950 --> 00:43:22.994 and I should tell you now he's

NOTE Confidence: 0.8654797

00:43:22.994 --> 00:43:25.368 a huge fan of what we're doing,

NOTE Confidence: 0.8654797

00:43:25.370 --> 00:43:28.156 but at the time, everything in his

NOTE Confidence: 0.8654797

78

00:43:28.156 --> 00:43:30.580 history said this would not work.

NOTE Confidence: 0.8654797

00:43:30.580 --> 00:43:33.040 So. They in their very first

NOTE Confidence: 0.8654797

00:43:33.040 --> 00:43:36.138 year they had no money from HMI,

NOTE Confidence: 0.8654797

00:43:36.140 --> 00:43:37.500 it was all internal.

NOTE Confidence: 0.8654797

00:43:37.500 --> 00:43:38.520 They said, well,

NOTE Confidence: 0.8654797

00:43:38.520 --> 00:43:40.900 we can probably support about 18 students,

NOTE Confidence: 0.8654797

00:43:40.900 --> 00:43:43.098 and so they invited 72 students and

NOTE Confidence: 0.8654797

00:43:43.098 --> 00:43:44.806 their families to the selection

NOTE Confidence: 0.8654797

00:43:44.806 --> 00:43:46.556 weekend for interviews and to

NOTE Confidence: 0.8654797

00:43:46.556 --> 00:43:48.380 tell them about the program.

NOTE Confidence: 0.8654797

00:43:48.380 --> 00:43:50.420 They had 70 show up into

NOTE Confidence: 0.8654797

00:43:50.420 --> 00:43:51.780 that that attended virtually.

NOTE Confidence: 0.8654797

00:43:51.780 --> 00:43:53.820 They decided to make 25 offers,

NOTE Confidence: 0.8654797

00:43:53.820 --> 00:43:56.748 hoping that they get about 12 and then

NOTE Confidence: 0.8654797

00:43:56.748 --> 00:43:59.160 they would make a few more offers

NOTE Confidence: 0.8654797

00:43:59.160 --> 00:44:02.406 until they got up to 18 and May 25 offers.

NOTE Confidence: 0.8654797

00:44:02.410 --> 00:44:05.110 They had 23 accepts in their very first year,

NOTE Confidence: 0.8654797

00:44:05.110 --> 00:44:07.091 in fact that their selection weekend it

NOTE Confidence: 0.8654797

00:44:07.091 --> 00:44:09.310 always ends with a white tablecloth dinner.

NOTE Confidence: 0.8654797

00:44:09.310 --> 00:44:10.594 One father went black,

NOTE Confidence: 0.8654797

00:44:10.594 --> 00:44:13.325 father stood up and said when will I find

NOTE Confidence: 0.8654797

00:44:13.325 --> 00:44:15.610 out if my son gets into this program?

NOTE Confidence: 0.8654797

00:44:15.610 --> 00:44:19.610 I would pay for him to be in this program.

NOTE Confidence: 0.8654797

00:44:19.610 --> 00:44:21.280 And so it's interesting because

NOTE Confidence: 0.8654797

00:44:21.280 --> 00:44:23.598 it Penn State they've never had a

NOTE Confidence: 0.8654797

00:44:23.598 --> 00:44:25.362 decline group large enough to do

NOTE Confidence: 0.8654797

00:44:25.362 --> 00:44:27.201 a statistical assessment of the

NOTE Confidence: 0.8654797

00:44:27.201 --> 00:44:28.785 effectiveness of their program.

NOTE Confidence: 0.8654797

00:44:28.790 --> 00:44:31.100 So even a place like Penn State

NOTE Confidence: 0.8654797

00:44:31.100 --> 00:44:32.869 can really make this work.

NOTE Confidence: 0.8654797

00:44:32.870 --> 00:44:34.570 The outcomes at both schools

NOTE Confidence: 0.8654797

00:44:34.570 --> 00:44:36.270 exceeded or met Meyerhoff outcomes.

NOTE Confidence: 0.8654797

00:44:36.270 --> 00:44:37.290 Stem retention matches.

NOTE Confidence: 0.8654797

00:44:37.290 --> 00:44:38.990 Meyerhof retention is better better

NOTE Confidence: 0.8654797

00:44:38.990 --> 00:44:41.066 than 90% four year graduation rate.

NOTE Confidence: 0.8654797

00:44:41.066 --> 00:44:43.543 So this is the first year of

NOTE Confidence: 0.8654797

00:44:43.543 --> 00:44:45.108 meyerhof of UMBC in Gray.

NOTE Confidence: 0.8654797

00:44:45.110 --> 00:44:47.150 After four years we only had

NOTE Confidence: 0.8654797

00:44:47.150 --> 00:44:48.510 a small percentage graduate.

NOTE Confidence: 0.8654797

00:44:48.510 --> 00:44:50.628 After four years we were still.

NOTE Confidence: 0.8654797

00:44:50.630 --> 00:44:52.592 Trying to work on the program

NOTE Confidence: 0.8654797

00:44:52.592 --> 00:44:53.900 and make it work.

NOTE Confidence: 0.8654797

00:44:53.900 --> 00:44:56.628 You can see UNC and Penn State their

NOTE Confidence: 0.8654797

00:44:56.628 --> 00:44:58.289 graduation rates after four year

NOTE Confidence: 0.8654797

00:44:58.289 --> 00:45:00.410 and stem are much higher and in

NOTE Confidence: 0.8654797

00:45:00.474 --> 00:45:02.728 fact they are equal to present day.

NOTE Confidence: 0.8654797

00:45:02.730 --> 00:45:04.365 UMBC graduation rates at after

NOTE Confidence: 0.8654797

00:45:04.365 --> 00:45:06.000 four years GPS at graduation.

NOTE Confidence: 0.8654797

00:45:06.000 --> 00:45:06.324 Meyerhoff,

NOTE Confidence: 0.8654797

00:45:06.324 --> 00:45:08.592 you know we at our first cohort

NOTE Confidence: 0.8654797

00:45:08.592 --> 00:45:09.920 was really quite low,

NOTE Confidence: 0.8654797

00:45:09.920 --> 00:45:12.072 is below 3 1/4 and you can see

NOTE Confidence: 0.8654797

00:45:12.072 --> 00:45:14.283 over the years as we're learning

NOTE Confidence: 0.8654797

00:45:14.283 --> 00:45:16.283 and we're getting more faculty

NOTE Confidence: 0.8654797

00:45:16.283 --> 00:45:18.838 buy in the numbers go up the 28

NOTE Confidence: 0.8654797

00:45:18.838 --> 00:45:20.804 year average is just below 3.45.

NOTE Confidence: 0.8654797

00:45:20.804 --> 00:45:23.310 What you can see is Penn State

NOTE Confidence: 0.8654797

00:45:23.395 --> 00:45:25.957 and UNC from year from cohort

NOTE Confidence: 0.8654797

00:45:25.957 --> 00:45:27.665 one is achieving outcomes,

NOTE Confidence: 0.8654797

00:45:27.670 --> 00:45:30.100 GPA outcomes that meet or exceed.

NOTE Confidence: 0.8654797

00:45:30.100 --> 00:45:32.614 They greatly exceed our early outcomes

NOTE Confidence: 0.8654797

00:45:32.614 --> 00:45:35.421 and they meet or exceed present

NOTE Confidence: 0.8654797

00:45:35.421 --> 00:45:38.036 day in average meyerhof outcomes.

00:45:38.040 --> 00:45:39.830 PhD, Matriculation UMBC's first cohort.

00:45:39.830 --> 00:45:42.364 We had a lot that went to

00:45:42.364 --> 00:45:44.568 medical school but now you can

00:45:44.568 --> 00:45:46.983 see on the chart on the right.

00:45:46.990 --> 00:45:51.289 We have many more that do a PhD or an MD PhD.

00:45:51.290 --> 00:45:53.460 But look at the very first cohort

00:45:53.460 --> 00:45:55.707 of Penn State is equaling the

00:45:55.707 --> 00:45:57.367 Meyerhof present day cohort.

00:45:57.370 --> 00:45:59.876 An UNC is also doing quite well.

00:45:59.880 --> 00:46:02.100 Much better than our early outcomes

00:46:02.100 --> 00:46:03.580 and then minority participation

00:46:03.645 --> 00:46:05.250 exceeds the meyerhof by year.

00:46:05.250 --> 00:46:07.749 6 by year six of their programs,

00:46:07.750 --> 00:46:09.660 UNC is 67% African American.

00:46:09.660 --> 00:46:12.172 93% Minority Penn State.

NOTE Confidence: 0.8044196

00:46:12.172 --> 00:46:16.320 53% African American 74% minority.

NOTE Confidence: 0.8044196

00:46:16.320 --> 00:46:17.464 The growth is good.

NOTE Confidence: 0.8044196

00:46:17.464 --> 00:46:19.180 You can see present day Meyerhof

NOTE Confidence: 0.8044196

00:46:19.240 --> 00:46:21.176 in the dotted bars and over over a

NOTE Confidence: 0.8044196

00:46:21.176 --> 00:46:23.340 period of years and you can see the

NOTE Confidence: 0.8044196

00:46:23.340 --> 00:46:25.278 cohort one for meyerhof is white and

NOTE Confidence: 0.8044196

00:46:25.278 --> 00:46:26.994 the other schools are these other

NOTE Confidence: 0.8044196

00:46:26.994 --> 00:46:29.149 colors blue and red and you can see

NOTE Confidence: 0.8044196

00:46:29.149 --> 00:46:30.898 how they're growing at the same rate.

NOTE Confidence: 0.8044196

00:46:30.900 --> 00:46:32.520 It takes money to do these.

NOTE Confidence: 0.8044196

00:46:32.520 --> 00:46:34.140 You have to raise the money,

NOTE Confidence: 0.8044196

00:46:34.140 --> 00:46:36.030 so that's how we're growing an this.

NOTE Confidence: 0.8044196

00:46:36.030 --> 00:46:37.650 These are what the costs are.

NOTE Confidence: 0.8044196

00:46:37.650 --> 00:46:40.350 I can go over more of this with you later.

NOTE Confidence: 0.8044196

00:46:40.350 --> 00:46:42.306 The important thing is that money

NOTE Confidence: 0.8044196

00:46:42.306 --> 00:46:43.866 from the institutional budget or

NOTE Confidence: 0.8044196

00:46:43.866 --> 00:46:45.442 are in Gray and you can see that

NOTE Confidence: 0.8044196

00:46:45.442 --> 00:46:46.892 in the beginning the institutions

NOTE Confidence: 0.8044196

00:46:46.892 --> 00:46:48.692 put in about 1/2 a million.

NOTE Confidence: 0.8044196

00:46:48.700 --> 00:46:50.360 But people got really excited.

NOTE Confidence: 0.8044196

00:46:50.360 --> 00:46:52.065 They built their programs into

NOTE Confidence: 0.8044196

00:46:52.065 --> 00:46:53.770 their capital campaigns and you

NOTE Confidence: 0.8044196

00:46:53.832 --> 00:46:55.650 can see that there's been growth.

NOTE Confidence: 0.8044196

00:46:55.650 --> 00:46:57.617 This is present day meyerhof and you

NOTE Confidence: 0.8044196

00:46:57.617 --> 00:46:59.704 can see we put less institutional

NOTE Confidence: 0.8044196

00:46:59.704 --> 00:47:01.276 money into our program,

NOTE Confidence: 0.8044196

00:47:01.280 --> 00:47:05.888 but we do a lot of fund raising.

NOTE Confidence: 0.8044196

00:47:05.890 --> 00:47:08.278 An endowment building after three years,

NOTE Confidence: 0.8044196

00:47:08.280 --> 00:47:10.737 UNC raised $16 million just for its

NOTE Confidence: 0.8044196

00:47:10.737 --> 00:47:13.049 and meyerhof like program Endowment,

NOTE Confidence: 0.8044196

00:47:13.050 --> 00:47:16.234 Penn State rate 12 million after three years.

NOTE Confidence: 0.8044196

00:47:16.240 --> 00:47:16.996 For comparison,

NOTE Confidence: 0.8044196

00:47:16.996 --> 00:47:19.264 UMBC presently only has a little

NOTE Confidence: 0.8044196

00:47:19.264 --> 00:47:20.620 over $22 million,

NOTE Confidence: 0.8044196

00:47:20.620 --> 00:47:22.948 and that's because most of our

NOTE Confidence: 0.8044196

00:47:22.948 --> 00:47:25.392 money that we raise goes into

NOTE Confidence: 0.8044196

00:47:25.392 --> 00:47:27.412 operating costs and hasn't been

NOTE Confidence: 0.8044196

00:47:27.412 --> 00:47:30.569 able to be to go into an endowment.

NOTE Confidence: 0.8044196

00:47:30.570 --> 00:47:33.356 So the point is that there is

NOTE Confidence: 0.8044196

00:47:33.356 --> 00:47:34.550 considerable outside interests,

NOTE Confidence: 0.8044196

00:47:34.550 --> 00:47:35.512 especially among.

NOTE Confidence: 0.8044196

00:47:35.512 --> 00:47:39.360 You know the the graduates of the schools

NOTE Confidence: 0.8044196

00:47:39.445 --> 00:47:42.784 and even at places like UNC in the South.

NOTE Confidence: 0.8044196

00:47:42.790 --> 00:47:44.525 Here's a picture of the

NOTE Confidence: 0.8044196

00:47:44.525 --> 00:47:46.260 Millennium Group at Penn State.

NOTE Confidence: 0.8044196

00:47:46.260 --> 00:47:48.336 This is at the presidents dinner.

NOTE Confidence: 0.8044196

00:47:48.340 --> 00:47:50.622 Can you imagine having dinner with this

NOTE Confidence: 0.8044196

00:47:50.622 --> 00:47:52.848 group of people with your president?

NOTE Confidence: 0.8044196

00:47:52.850 --> 00:47:55.482 The impact that that has you put this

NOTE Confidence: 0.8044196

00:47:55.482 --> 00:47:58.409 group into a small room with the president,

NOTE Confidence: 0.8044196

00:47:58.410 --> 00:48:00.145 and they're all talking science

NOTE Confidence: 0.8044196

00:48:00.145 --> 00:48:01.880 and talking about their dreams.

NOTE Confidence: 0.8044196

00:48:01.880 --> 00:48:04.029 Can you imagine the the impact that

NOTE Confidence: 0.8044196

00:48:04.029 --> 00:48:06.384 has on the President, the University?

NOTE Confidence: 0.8044196

00:48:06.384 --> 00:48:08.119 And then here's the same.

NOTE Confidence: 0.8044196

00:48:08.120 --> 00:48:10.196 I think about the same year,

NOTE Confidence: 0.8044196

00:48:10.200 --> 00:48:11.644 the Chancellor Science scholars

NOTE Confidence: 0.8044196

00:48:11.644 --> 00:48:13.449 is what they've named there.

NOTE Confidence: 0.8044196

00:48:13.450 --> 00:48:14.858 Program at Penn State.

NOTE Confidence: 0.8044196

00:48:14.858 --> 00:48:17.695 This is Carol Fault in the middle and

NOTE Confidence: 0.8044196

00:48:17.695 --> 00:48:20.720 just to tell you that this was not easy.

NOTE Confidence: 0.8044196

00:48:20.720 --> 00:48:22.799 You may know that Carol Folt was

NOTE Confidence: 0.8044196

00:48:22.799 --> 00:48:25.174 fired a couple of years ago because

NOTE Confidence: 0.8044196

00:48:25.174 --> 00:48:27.298 she demanded that the infection and

NOTE Confidence: 0.8044196

00:48:27.366 --> 00:48:29.604 demanded she went against the state

NOTE Confidence: 0.8044196

00:48:29.604 --> 00:48:31.662 legislator at later and had the

NOTE Confidence: 0.8044196

00:48:31.662 --> 00:48:33.910 granite base of a statue of a racist

NOTE Confidence: 0.8044196

00:48:33.983 --> 00:48:36.288 Confederate removed from the campus.

NOTE Confidence: 0.8044196

00:48:36.290 --> 00:48:38.705 And she wrote a letter to the

NOTE Confidence: 0.8044196

00:48:38.705 --> 00:48:40.090 legislature saying, I will.

NOTE Confidence: 0.8044196

00:48:40.090 --> 00:48:41.815 I've had this this removed.

NOTE Confidence: 0.8044196

00:48:41.820 --> 00:48:44.428 I will step down from my office in

NOTE Confidence: 0.8044196

00:48:44.428 --> 00:48:47.478 by the end of the semester and they.

NOTE Confidence: 0.8044196

00:48:47.480 --> 00:48:49.713 Told her she could be out of

NOTE Confidence: 0.8044196

00:48:49.713 --> 00:48:51.510 her office in two weeks.

NOTE Confidence: 0.8044196

00:48:51.510 --> 00:48:53.190 She's now the chancellor USC.

NOTE Confidence: 0.8044196

00:48:53.190 --> 00:48:54.870 So she's doing really well,

NOTE Confidence: 0.8044196

00:48:54.870 --> 00:48:56.550 but I'm just telling you,

NOTE Confidence: 0.8044196

00:48:56.550 --> 00:48:58.895 even when you're building programs like this,

NOTE Confidence: 0.8044196

00:48:58.900 --> 00:49:00.248 there's always some fight.

NOTE Confidence: 0.8375539

00:49:03.420 --> 00:49:04.224 So we're expanding.

NOTE Confidence: 0.8375539

00:49:04.224 --> 00:49:05.832 We have now support from the

NOTE Confidence: 0.8375539

00:49:05.832 --> 00:49:07.270 Chan Zuckerberg Initiative.

NOTE Confidence: 0.8375539

00:49:07.270 --> 00:49:08.554 We're working with UC

NOTE Confidence: 0.8375539

00:49:08.554 --> 00:49:10.159 Berkeley and UC San Diego.

NOTE Confidence: 0.8375539

00:49:10.160 --> 00:49:12.416 My alma mater is doing this with with

NOTE Confidence: 0.8375539

00:49:12.416 --> 00:49:14.660 their own money that they're raising.

NOTE Confidence: 0.8375539

00:49:14.660 --> 00:49:16.900 Howard University is now part of this.

NOTE Confidence: 0.8375539

00:49:16.900 --> 00:49:18.510 Since we've been working together,

NOTE Confidence: 0.8375539

00:49:18.510 --> 00:49:20.742 we're sort of serving as a hub for

NOTE Confidence: 0.8375539

00:49:20.742 --> 00:49:22.787 monthly meetings where we're working with

NOTE Confidence: 0.8375539

00:49:22.787 --> 00:49:24.923 these other institutions to advise them.

NOTE Confidence: 0.8375539

00:49:24.930 --> 00:49:26.850 And it's not just academic institutions.

NOTE Confidence: 0.8375539

00:49:26.850 --> 00:49:28.460 We're also working with companies.

NOTE Confidence: 0.8375539

00:49:28.460 --> 00:49:30.020 We've just we've been working

NOTE Confidence: 0.8375539

00:49:30.020 --> 00:49:31.990 with Genentech for a few years.

NOTE Confidence: 0.8375539

00:49:31.990 --> 00:49:33.988 These are some of our meyerhoff.

NOTE Confidence: 0.8375539

00:49:33.990 --> 00:49:35.680 Graduate fellows who've gone to

NOTE Confidence: 0.8375539

00:49:35.680 --> 00:49:37.727 Genentech either for part time or

NOTE Confidence: 0.8375539

00:49:37.727 --> 00:49:39.545 full time positions and Alicia Dent.

NOTE Confidence: 0.8375539

00:49:39.550 --> 00:49:41.380 I'm really excited about her because

NOTE Confidence: 0.8375539

00:49:41.380 --> 00:49:43.719 they just hired her last summer into

NOTE Confidence: 0.8375539

00:49:43.719 --> 00:49:45.489 a leadership development position so

NOTE Confidence: 0.8375539

00:49:45.489 --> 00:49:47.184 they're not just hiring minorities

NOTE Confidence: 0.8375539

00:49:47.184 --> 00:49:49.687 to take post doc positions and try to

NOTE Confidence: 0.8375539

00:49:49.687 --> 00:49:51.976 become more diverse at the postdoc level.

NOTE Confidence: 0.8375539

00:49:51.980 --> 00:49:54.316 They've hired her to spend one year at

NOTE Confidence: 0.8375539

00:49:54.316 --> 00:49:56.641 the bench in one year and development

NOTE Confidence: 0.8375539

00:49:56.641 --> 00:49:58.719 and one year and management with

NOTE Confidence: 0.8375539

00:49:58.719 --> 00:50:00.765 the hope that she will eventually

NOTE Confidence: 0.8375539

00:50:00.765 --> 00:50:02.951 take a management position and help

NOTE Confidence: 0.8375539

00:50:02.951 --> 00:50:04.499 diversify management at Genentech.

NOTE Confidence: 0.8375539

00:50:04.500 --> 00:50:05.922 So the conclusions I'll leave you

NOTE Confidence: 0.8375539

00:50:05.922 --> 00:50:07.910 with is at the undergraduate level.

NOTE Confidence: 0.8375539

00:50:07.910 --> 00:50:09.608 There are large numbers of minorities

NOTE Confidence: 0.8375539

00:50:09.608 --> 00:50:11.030 that are interested in stem.

NOTE Confidence: 0.8375539

00:50:11.030 --> 00:50:12.166 We're not retaining them.

NOTE Confidence: 0.8375539

00:50:12.166 --> 00:50:13.586 We need to do better.

NOTE Confidence: 0.8375539

00:50:13.590 --> 00:50:15.010 Yeah, we are cherry picking,

NOTE Confidence: 0.8375539

00:50:15.010 --> 00:50:17.274 but look at all the cherries out there.

NOTE Confidence: 0.8375539

00:50:17.280 --> 00:50:18.695 Why wouldn't you Cherry pick

NOTE Confidence: 0.8375539

00:50:18.695 --> 00:50:19.544 our football teams?

NOTE Confidence: 0.8375539

00:50:19.550 --> 00:50:20.284 Cherry pick.

NOTE Confidence: 0.8375539

00:50:20.284 --> 00:50:23.220 We should be cherry picking in science too.

NOTE Confidence: 0.8375539

00:50:23.220 --> 00:50:25.296 At least that somehow I'm not

NOTE Confidence: 0.8375539

00:50:25.296 --> 00:50:27.036 just saying exclusively Cherry Pit

NOTE Confidence: 0.8375539

00:50:27.036 --> 00:50:29.059 because UMBC does a lot of things

NOTE Confidence: 0.8375539

00:50:29.059 --> 00:50:30.857 for students minority and majority

NOTE Confidence: 0.8375539

00:50:30.857 --> 00:50:32.792 students who are struggling financially

NOTE Confidence: 0.8375539

00:50:32.792 --> 00:50:34.662 so we do have other programs.

NOTE Confidence: 0.8375539

00:50:34.662 --> 00:50:37.240 But the goal of this is to develop

NOTE Confidence: 0.8375539

00:50:37.240 --> 00:50:39.440 leadership minority leadership in science.

NOTE Confidence: 0.8375539

00:50:39.440 --> 00:50:40.128 And yeah,

NOTE Confidence: 0.8375539

00:50:40.128 --> 00:50:41.504 high Achievers will succeed

NOTE Confidence: 0.8375539

00:50:41.504 --> 00:50:42.536 without our support.

NOTE Confidence: 0.8375539

00:50:42.540 --> 00:50:44.640 But they are less likely

NOTE Confidence: 0.8375539

00:50:44.640 --> 00:50:46.740 to be retained in stem.

NOTE Confidence: 0.8375539

00:50:46.740 --> 00:50:49.155 And this is a very different approach

NOTE Confidence: 0.8375539

00:50:49.155 --> 00:50:52.273 to what most of the country is taking

NOTE Confidence: 0.8375539

00:50:52.273 --> 00:50:54.278 today and has historically taken.

NOTE Confidence: 0.8375539

00:50:54.280 --> 00:50:56.660 I encourage you to look at the

NOTE Confidence: 0.8375539

00:50:56.660 --> 00:50:59.108 publications by Frank Dobbin at who

NOTE Confidence: 0.8375539

00:50:59.108 --> 00:51:01.368 talks about why traditional diversity

NOTE Confidence: 0.8375539

00:51:01.368 --> 00:51:03.691 training programs don't work through

NOTE Confidence: 0.8375539

00:51:03.691 --> 00:51:06.397 diversity training according to his papers,

NOTE Confidence: 0.8375539

00:51:06.400 --> 00:51:08.638 has worked when it's coupled with

NOTE Confidence: 0.8375539

00:51:08.638 --> 00:51:10.662 other more defined actions that

NOTE Confidence: 0.8375539

00:51:10.662 --> 00:51:12.992 are designed to actually change

NOTE Confidence: 0.8375539

00:51:12.992 --> 00:51:13.924 institutional outcomes.

NOTE Confidence: 0.8375539

00:51:13.930 --> 00:51:16.770 And So what he talks about is the

NOTE Confidence: 0.8375539

00:51:16.770 --> 00:51:19.477 fact that you know people that

NOTE Confidence: 0.8375539

00:51:19.477 --> 00:51:21.862 come out of diversity training,

NOTE Confidence: 0.8375539

00:51:21.870 --> 00:51:22.706 learn something.

NOTE Confidence: 0.8375539

00:51:22.706 --> 00:51:26.050 Yes, they feel like they they are empowered,

NOTE Confidence: 0.8375539

00:51:26.050 --> 00:51:26.368 yes.

NOTE Confidence: 0.8375539

00:51:26.368 --> 00:51:28.912 But then if you look at company or

NOTE Confidence: 0.8375539

00:51:28.912 --> 00:51:31.086 University outcomes or metrics like

NOTE Confidence: 0.8375539

00:51:31.086 --> 00:51:33.316 enrollments of minorities or graduation

NOTE Confidence: 0.8375539

00:51:33.316 --> 00:51:36.060 rates of minorities or retention in stem.

NOTE Confidence: 0.8375539

00:51:36.060 --> 00:51:37.030 We're not having the impact

NOTE Confidence: 0.8375539

00:51:37.030 --> 00:51:38.000 that they need to have.

NOTE Confidence: 0.8367157

00:51:40.080 --> 00:51:42.090 Graduate training the there are

NOTE Confidence: 0.8367157

00:51:42.090 --> 00:51:44.571 there the the numbers that are

NOTE Confidence: 0.8367157

00:51:44.571 --> 00:51:46.536 interested in PhD are growing.

NOTE Confidence: 0.8367157

00:51:46.540 --> 00:51:47.629 Outreach is critical.

NOTE Confidence: 0.8367157

00:51:47.629 --> 00:51:50.628 The most important thing we did was bring

NOTE Confidence: 0.8367157

00:51:50.628 --> 00:51:52.992 undergraduates into UMBC to do summer

NOTE Confidence: 0.8367157

00:51:52.992 --> 00:51:55.582 research and those students or their

NOTE Confidence: 0.8367157

00:51:55.582 --> 00:51:58.252 peers at their minority serving institutions,

NOTE Confidence: 0.8367157

00:51:58.260 --> 00:52:00.212 applied because they had

NOTE Confidence: 0.8367157

00:52:00.212 --> 00:52:01.676 good summer experiences.

NOTE Confidence: 0.8367157

00:52:01.680 --> 00:52:03.850 Key decisions are made by the faculty,

NOTE Confidence: 0.8367157

00:52:03.850 --> 00:52:05.400 so unlike the undergrad program,

NOTE Confidence: 0.8367157

00:52:05.400 --> 00:52:07.236 I think graduate diversity can be

NOTE Confidence: 0.8367157

00:52:07.236 --> 00:52:09.428 and should be run by the faculty.

NOTE Confidence: 0.8367157

00:52:09.430 --> 00:52:10.870 There really isn't a.

NOTE Confidence: 0.8367157

00:52:10.870 --> 00:52:13.636 You don't need to wait for the

NOTE Confidence: 0.8367157

00:52:13.636 --> 00:52:15.736 administration to do something.

NOTE Confidence: 0.8367157

00:52:15.740 --> 00:52:18.348 And that's with just what I said here

NOTE Confidence: 0.8367157

00:52:18.348 --> 00:52:20.780 and then in terms of replication,

NOTE Confidence: 0.8367157

00:52:20.780 --> 00:52:23.246 we now know that meyerhof, like outcomes,

NOTE Confidence: 0.8367157

00:52:23.246 --> 00:52:25.244 can immediately be achieved at large

NOTE Confidence: 0.8367157

00:52:25.244 --> 00:52:26.540 predominantly majority institutions.

NOTE Confidence: 0.8367157

00:52:26.540 --> 00:52:28.700 What it requires is like minded,

NOTE Confidence: 0.8367157

00:52:28.700 --> 00:52:30.156 administrative and faculty leadership,

NOTE Confidence: 0.8367157

00:52:30.156 --> 00:52:31.976 and that's pretty much it

NOTE Confidence: 0.8367157

00:52:31.976 --> 00:52:33.019 commitment to diversity,

NOTE Confidence: 0.8367157

00:52:33.020 --> 00:52:35.180 and it can be facilitated by

NOTE Confidence: 0.8367157

00:52:35.180 --> 00:52:36.260 Inter institutional partnerships.

NOTE Confidence: 0.8367157

00:52:36.260 --> 00:52:38.060 And that's where we're looking

NOTE Confidence: 0.8367157

00:52:38.060 --> 00:52:39.856 for what you know, how.

NOTE Confidence: 0.8367157

00:52:39.856 --> 00:52:41.992 What kind of role UMBC can

NOTE Confidence: 0.8367157

00:52:41.992 --> 00:52:44.178 continue to play in the future,

NOTE Confidence: 0.8367157

00:52:44.180 --> 00:52:46.340 and with that I am.

NOTE Confidence: 0.8367157

00:52:46.340 --> 00:52:48.937 Happy to stop here and take any

NOTE Confidence: 0.8367157

00:52:48.937 --> 00:52:50.799 questions that you may have.

NOTE Confidence: 0.8367157

00:52:50.800 --> 00:52:51.550 Thank you.

NOTE Confidence: 0.8797623

00:52:53.920 --> 00:52:55.715 Wonderful thank you Doctor Summers

NOTE Confidence: 0.8797623

00:52:55.715 --> 00:52:57.510 that was just very inspiring.

NOTE Confidence: 0.8797623

00:52:57.510 --> 00:52:59.502 The numbers and and all that

NOTE Confidence: 0.8797623

00:52:59.502 --> 00:53:01.460 you've been able to achieve.

NOTE Confidence: 0.8797623

00:53:01.460 --> 00:53:03.988 So why don't we open it up for

NOTE Confidence: 0.8797623

00:53:03.988 --> 00:53:05.769 questions for Doctor Summers?

NOTE Confidence: 0.8797623

00:53:05.770 --> 00:53:08.206 If anybody has, please go ahead and

NOTE Confidence: 0.8797623

00:53:08.206 --> 00:53:10.790 ask them where a small enough group.

NOTE Confidence: 0.8797623

00:53:10.790 --> 00:53:13.324 You can also put your question in

NOTE Confidence: 0.8797623

00:53:13.324 --> 00:53:16.176 the chat an I will read that out.

NOTE Confidence: 0.8157402

00:53:21.220 --> 00:53:24.713 I'll just go ahead and start since

NOTE Confidence: 0.8157402

00:53:24.713 --> 00:53:27.339 I've got something on my mind.

NOTE Confidence: 0.8157402

00:53:27.340 --> 00:53:30.956 So as you were talking like I was

NOTE Confidence: 0.8157402

00:53:30.956 --> 00:53:33.940 thinking about one of our challenges

NOTE Confidence: 0.8157402

00:53:33.940 --> 00:53:36.596 is since we don't do great,

NOTE Confidence: 0.8157402

00:53:36.596 --> 00:53:39.170 we don't do graduate training here

NOTE Confidence: 0.8157402

00:53:39.258 --> 00:53:42.222 in in in psychiatry is recruiting

NOTE Confidence: 0.8157402

00:53:42.222 --> 00:53:44.770 a more diverse postdoctoral group,

NOTE Confidence: 0.8157402

00:53:44.770 --> 00:53:46.602 and you know so.

NOTE Confidence: 0.8157402

00:53:46.602 --> 00:53:49.350 Wondering what advice you would have

NOTE Confidence: 0.8157402

00:53:49.444 --> 00:53:52.558 on how we should go out and do that.

NOTE Confidence: 0.8157402

00:53:52.560 --> 00:53:54.290 We're obviously all we always

NOTE Confidence: 0.8157402

00:53:54.290 --> 00:53:55.328 thinking about outreach,

NOTE Confidence: 0.8157402

00:53:55.330 --> 00:53:57.780 but it just seems like you you're

NOTE Confidence: 0.8157402

00:53:57.780 --> 00:53:59.231 training these wonderful students

NOTE Confidence: 0.8157402

00:53:59.231 --> 00:54:01.555 and their PhD numbers are going up,

NOTE Confidence: 0.8157402

00:54:01.560 --> 00:54:02.583 and that's proliferating.

NOTE Confidence: 0.8157402

00:54:02.583 --> 00:54:05.356 We would love to get some of those

NOTE Confidence: 0.8157402

00:54:05.356 --> 00:54:06.936 here because obviously what we

NOTE Confidence: 0.8157402

00:54:06.936 --> 00:54:09.379 want to do is increase our PhD

NOTE Confidence: 0.8157402

00:54:09.379 --> 00:54:11.234 numbers in terms of diversity.

NOTE Confidence: 0.8157402

00:54:11.240 --> 00:54:12.134 But then really,

NOTE Confidence: 0.8157402

00:54:12.134 --> 00:54:14.220 one of the things we do very

NOTE Confidence: 0.8157402

00:54:14.288 --> 00:54:16.044 successfully is that builds

NOTE Confidence: 0.8157402

00:54:16.044 --> 00:54:17.800 our pipeline for faculty.

00:54:17.800 --> 00:54:19.978 So we keep them, you know,

00:54:19.980 --> 00:54:21.069 in academic careers,

00:54:21.069 --> 00:54:23.610 and so we'd love to do that.

00:54:23.610 --> 00:54:25.058 And what would your

00:54:25.060 --> 00:54:26.880 advice be on that? Yeah,

00:54:26.880 --> 00:54:29.814 my advice would be to start by looking at

00:54:29.814 --> 00:54:33.047 all of the MSD programs around the country.

00:54:33.050 --> 00:54:36.240 the NIH, I MSD. And now they have a new

00:54:36.327 --> 00:54:40.500 program called G Rise. Those programs.

00:54:40.500 --> 00:54:44.460 R for students who are working on their pH.

00:54:44.460 --> 00:54:48.012 D in stem and psychiatry in certain areas

00:54:48.012 --> 00:54:50.770 of psychiatry are considered by NIH.

00:54:50.770 --> 00:54:54.748 To be part of that stem.

00:54:54.750 --> 00:54:56.868 The group and so for example,

00:54:56.870 --> 00:54:58.988 in our Meyerhof Graduate Fellows program,

00:54:58.990 --> 00:55:01.542 we have 100 and right now I think

NOTE Confidence: 0.7900076

00:55:01.542 --> 00:55:04.277 we just had a couple of graduates,

NOTE Confidence: 0.7900076

00:55:04.280 --> 00:55:08.015 so I think we're at like 106 enrolled PhD

NOTE Confidence: 0.7900076

00:55:08.015 --> 00:55:12.500 students. Of which I believe probably.

NOTE Confidence: 0.7900076

00:55:12.500 --> 00:55:16.555 Around 20 are psychology students. Wow.

NOTE Confidence: 0.7900076

00:55:16.555 --> 00:55:20.830 So and many of them are doing clinical well.

NOTE Confidence: 0.7900076

00:55:20.830 --> 00:55:23.189 I think all of them are doing

NOTE Confidence: 0.7900076

00:55:23.189 --> 00:55:24.811 something that's semi clinically

NOTE Confidence: 0.7900076

00:55:24.811 --> 00:55:26.979 related or clinically related.

NOTE Confidence: 0.7900076

00:55:26.980 --> 00:55:29.236 Most of it is relatively related

NOTE Confidence: 0.7900076

00:55:29.236 --> 00:55:31.720 to health disparities and not only

NOTE Confidence: 0.7900076

00:55:31.720 --> 00:55:33.536 just minority health disparities,

NOTE Confidence: 0.7900076

00:55:33.540 --> 00:55:36.410 but disparities with the aging

NOTE Confidence: 0.7900076

00:55:36.410 --> 00:55:39.280 population as well and so.

NOTE Confidence: 0.7900076

00:55:39.280 --> 00:55:41.765 My advice would probably be to have

NOTE Confidence: 0.7900076

00:55:41.765 --> 00:55:44.344 some kind of letter or advertisement

NOTE Confidence: 0.7900076

00:55:44.344 --> 00:55:47.224 or something that could be distributed

NOTE Confidence: 0.7900076

00:55:47.224 --> 00:55:50.402 on a very regular basis to these

NOTE Confidence: 0.7900076

00:55:50.402 --> 00:55:52.146 programs that would advertise

NOTE Confidence: 0.7900076

00:55:52.150 --> 00:55:53.862 postdoctoral opportunities for the

NOTE Confidence: 0.7900076

00:55:53.862 --> 00:55:56.002 students working in these areas,

NOTE Confidence: 0.7900076

00:55:56.010 --> 00:55:58.554 and we have some students who

NOTE Confidence: 0.7900076

00:55:58.554 --> 00:56:00.730 are doing combined work with,

NOTE Confidence: 0.7900076

00:56:00.730 --> 00:56:05.294 you know, the Institute of Aging on.

NOTE Confidence: 0.7900076

00:56:05.300 --> 00:56:06.885 That are doing psychology and

NOTE Confidence: 0.7900076

00:56:06.885 --> 00:56:07.836 neurobiology work together,

NOTE Confidence: 0.7900076

00:56:07.840 --> 00:56:10.384 and I suspect that there is some of

NOTE Confidence: 0.7900076

00:56:10.384 --> 00:56:12.928 that that might be going on as well.

NOTE Confidence: 0.7900076

00:56:12.930 --> 00:56:15.072 Now I may be mixing psychology and

NOTE Confidence: 0.7900076

00:56:15.072 --> 00:56:16.705 psychiatry and and maybe there

NOTE Confidence: 0.7900076

00:56:16.705 --> 00:56:18.655 is overlap and maybe there isn't,

NOTE Confidence: 0.7900076

00:56:18.660 --> 00:56:20.148 I don't know.

NOTE Confidence: 0.7900076

00:56:20.148 --> 00:56:21.636 I would that,

NOTE Confidence: 0.7900076

00:56:21.640 --> 00:56:23.120 but that's probably where

NOTE Confidence: 0.85627615

00:56:23.120 --> 00:56:24.588 I would start. Yeah,

NOTE Confidence: 0.85627615

00:56:24.588 --> 00:56:27.164 an neuroscience is the other, you know,

NOTE Confidence: 0.85627615

00:56:27.164 --> 00:56:28.999 we could think about neuroscience,

NOTE Confidence: 0.85627615

00:56:29.000 --> 00:56:31.520 PHD's, or related neuroscience and by

NOTE Confidence: 0.85627615

00:56:31.520 --> 00:56:34.269 engineering that that are also more and

NOTE Confidence: 0.85627615

00:56:34.269 --> 00:56:36.600 more could could meet you know could

NOTE Confidence: 0.85627615

00:56:36.672 --> 00:56:38.940 match up with some of our training

NOTE Confidence: 0.85627615

00:56:38.940 --> 00:56:40.044 programs. Yeah, absolutely.

NOTE Confidence: 0.85627615

00:56:40.044 --> 00:56:42.620 And we we do have those in.

NOTE Confidence: 0.85627615

00:56:42.620 --> 00:56:44.365 There are several places around

NOTE Confidence: 0.85627615

00:56:44.365 --> 00:56:46.110 the country that have federal

NOTE Confidence: 0.85627615

00:56:46.168 --> 00:56:47.768 grants to promote inclusion.

NOTE Confidence: 0.85627615

00:56:47.770 --> 00:56:50.346 You know DI that are really good.

NOTE Confidence: 0.85627615

00:56:50.350 --> 00:56:52.666 Actually UNC has an extremely good.

NOTE Confidence: 0.85627615

00:56:52.670 --> 00:56:54.910 I MSD granted and PhD program and now

NOTE Confidence: 0.85627615

00:56:54.910 --> 00:56:57.209 that they have this new undergraduate,

NOTE Confidence: 0.85627615

00:56:57.210 --> 00:56:58.176 not new anymore.

NOTE Confidence: 0.85627615

00:56:58.176 --> 00:56:59.464 It's eight years old,

NOTE Confidence: 0.85627615

00:56:59.470 --> 00:57:00.445 but their meyerhof,

NOTE Confidence: 0.85627615

00:57:00.445 --> 00:57:01.420 like undergraduate program,

NOTE Confidence: 0.85627615

00:57:01.420 --> 00:57:03.568 the whole campus is paying a

NOTE Confidence: 0.85627615

00:57:03.568 --> 00:57:05.790 lot more attention to diversity.

NOTE Confidence: 0.85627615

00:57:05.790 --> 00:57:07.668 The another place you could look

NOTE Confidence: 0.85627615

00:57:07.668 --> 00:57:09.697 at that where I've interacted with

NOTE Confidence: 0.85627615

00:57:09.697 --> 00:57:12.189 people there quite a bit is Baylor

NOTE Confidence: 0.85627615

00:57:12.189 --> 00:57:14.638 College of Medicine and they have had

NOTE Confidence: 0.85627615

00:57:14.638 --> 00:57:16.670 a very successful program as well.

NOTE Confidence: 0.85627615

00:57:16.670 --> 00:57:19.050 I don't know how many are psychiatry,

NOTE Confidence: 0.85627615

00:57:19.050 --> 00:57:22.060 but certainly you know they're doing a

NOTE Confidence: 0.85627615

00:57:22.060 --> 00:57:24.888 terrific job with their PhD students.

NOTE Confidence: 0.85627615

00:57:24.890 --> 00:57:25.510 Great.

NOTE Confidence: 0.8461301

00:57:28.690 --> 00:57:30.802 This question from Cindy what components

NOTE Confidence: 0.8461301

00:57:30.802 --> 00:57:33.872 of this can be applied to the recruitment

NOTE Confidence: 0.8461301

00:57:33.872 --> 00:57:35.862 and retention of URM faculty?

NOTE Confidence: 0.783937293333334

00:57:38.040 --> 00:57:41.600 Oh gosh. That's that's I have to say

NOTE Confidence: 0.783937293333334

00:57:41.600 --> 00:57:45.090 that's been my biggest failure at UMBC.

NOTE Confidence: 0.783937293333334

00:57:45.090 --> 00:57:48.296 I chaired the search for a new

NOTE Confidence: 0.783937293333334

00:57:48.296 --> 00:57:50.170 biochemistry faculty last year.

NOTE Confidence: 0.783937293333334

00:57:50.170 --> 00:57:51.994 Before Coben and.

NOTE Confidence: 0.783937293333334

00:57:51.994 --> 00:57:54.426 We had 160 applicants,

NOTE Confidence: 0.783937293333334

00:57:54.430 --> 00:57:57.230 of which two were black.

NOTE Confidence: 0.783937293333334

00:57:57.230 --> 00:57:58.800 One was from Africa and

NOTE Confidence: 0.783937293333334

00:57:58.800 --> 00:58:00.370 had had a language problem,

NOTE Confidence: 0.783937293333334

00:58:00.370 --> 00:58:02.224 but we thought we could probably

104

NOTE Confidence: 0.783937293333334

00:58:02.224 --> 00:58:04.356 get over that and we agreed to

NOTE Confidence: 0.783937293333334

00:58:04.356 --> 00:58:06.024 make that person an offer and

NOTE Confidence: 0.783937293333334

00:58:06.024 --> 00:58:07.909 we couldn't get that person.

NOTE Confidence: 0.783937293333334

00:58:07.910 --> 00:58:10.094 This was somebody who's doing their pH,

NOTE Confidence: 0.783937293333334

00:58:10.100 --> 00:58:12.420 their postdoc at Wash U.

NOTE Confidence: 0.783937293333334

00:58:12.420 --> 00:58:14.105 The other African American African

NOTE Confidence: 0.783937293333334

00:58:14.105 --> 00:58:15.790 American that applied had one

NOTE Confidence: 0.783937293333334

00:58:15.842 --> 00:58:17.802 publication in the Department just

NOTE Confidence: 0.783937293333334

00:58:17.802 --> 00:58:19.370 wouldn't pursue that individual.

NOTE Confidence: 0.783937293333334

00:58:19.370 --> 00:58:21.554 I wanted to delay the recruitment

NOTE Confidence: 0.783937293333334

00:58:21.554 --> 00:58:23.769 by year and do it again,

NOTE Confidence: 0.783937293333334

00:58:23.770 --> 00:58:26.325 but with code when Covid came around,

NOTE Confidence: 0.783937293333334

00:58:26.330 --> 00:58:28.496 the University said if you can't

NOTE Confidence: 0.783937293333334

00:58:28.496 --> 00:58:30.350 find somebody in this pool,

NOTE Confidence: 0.783937293333334

00:58:30.350 --> 00:58:33.452 you won't be able to recruit

NOTE Confidence: 0.783937293333334

00:58:33.452 --> 00:58:35.950 again for awhile and so.

NOTE Confidence: 0.783937293333334

00:58:35.950 --> 00:58:38.728 I think that.

NOTE Confidence: 0.783937293333334

00:58:38.730 --> 00:58:41.754 Part of the problem is the pool is low.

NOTE Confidence: 0.783937293333334

00:58:41.760 --> 00:58:43.450 Now if you're a Yale,

NOTE Confidence: 0.783937293333334

00:58:43.450 --> 00:58:46.074 you know that we've we've made offers to

NOTE Confidence: 0.783937293333334

00:58:46.074 --> 00:58:48.496 people that have gone to other schools,

NOTE Confidence: 0.783937293333334

00:58:48.500 --> 00:58:49.796 Caltech, or other places,

NOTE Confidence: 0.783937293333334

00:58:49.796 --> 00:58:51.740 or even places that are maybe

NOTE Confidence: 0.783937293333334

00:58:51.804 --> 00:58:53.220 similar stature to UMBC.

NOTE Confidence: 0.783937293333334

00:58:53.220 --> 00:58:55.884 But they have more resources and they can

NOTE Confidence: 0.783937293333334

00:58:55.884 --> 00:58:58.279 make spousal hires and things like that.

NOTE Confidence: 0.783937293333334

00:58:58.280 --> 00:59:00.630 So we just have not.

NOTE Confidence: 0.783937293333334

00:59:00.630 --> 00:59:03.238 But we still have not had a tenured

NOTE Confidence: 0.783937293333334

00:59:03.238 --> 00:59:05.583 black faculty member in chemistry and

NOTE Confidence: 0.783937293333334

00:59:05.583 --> 00:59:08.019 biochemistry since I've been at UMBC.

NOTE Confidence: 0.783937293333334

00:59:08.020 --> 00:59:10.216 So I so part of the issue I think

NOTE Confidence: 0.783937293333334

00:59:10.216 --> 00:59:12.665 is in a Department like chemistry

NOTE Confidence: 0.783937293333334

00:59:12.665 --> 00:59:14.800 you have different subgroups and

NOTE Confidence: 0.783937293333334

00:59:14.871 --> 00:59:16.387 different subgroups argue that

NOTE Confidence: 0.783937293333334

00:59:16.387 --> 00:59:18.950 they have a need in their area,

NOTE Confidence: 0.783937293333334

00:59:18.950 --> 00:59:21.470 so so you end up looking in a very

NOTE Confidence: 0.783937293333334

00:59:21.543 --> 00:59:23.748 specialized area like bio medicinal

NOTE Confidence: 0.783937293333334

00:59:23.748 --> 00:59:26.356 chemistry and then the pool is

NOTE Confidence: 0.783937293333334

00:59:26.356 --> 00:59:28.659 narrow down so much that you just

NOTE Confidence: 0.783937293333334

00:59:28.659 --> 00:59:30.385 don't even get minority applicants.

NOTE Confidence: 0.783937293333334

00:59:30.385 --> 00:59:32.515 So I think in my opinion,

NOTE Confidence: 0.783937293333334

00:59:32.520 --> 00:59:34.650 if you really want to diversify,

NOTE Confidence: 0.783937293333334

00:59:34.650 --> 00:59:36.828 you need to do something a

NOTE Confidence: 0.783937293333334

00:59:36.828 --> 00:59:38.280 little more creative now.

NOTE Confidence: 0.783937293333334

00:59:38.280 --> 00:59:38.653 What?

NOTE Confidence: 0.783937293333334

00:59:38.653 --> 00:59:43.039 We just done is I was at a meeting last year.

NOTE Confidence: 0.783937293333334

00:59:43.040 --> 00:59:45.584 I met a black postdoc who I thought

NOTE Confidence: 0.783937293333334

00:59:45.584 --> 00:59:47.806 was terrific and so now we invited

NOTE Confidence: 0.783937293333334

00:59:47.806 --> 00:59:49.930 her to give a Department seminar.

NOTE Confidence: 0.783937293333334

00:59:49.930 --> 00:59:52.098 We went to the administration so we just

NOTE Confidence: 0.783937293333334

00:59:52.098 --> 00:59:54.190 had this phenomenal seminar speaker.

NOTE Confidence: 0.783937293333334

00:59:54.190 --> 00:59:55.514 There's no in-house fighting.

NOTE Confidence: 0.783937293333334

00:59:55.514 --> 00:59:57.877 We all agree that if we could

NOTE Confidence: 0.783937293333334

00:59:57.877 --> 00:59:59.437 get that person to come.

NOTE Confidence: 0.783937293333334

00:59:59.440 --> 01:00:01.654 So now we're waiting for the

NOTE Confidence: 0.783937293333334

01:00:01.654 --> 01:00:04.501 University to tell us if we will be

NOTE Confidence: 0.783937293333334

01:00:04.501 --> 01:00:06.948 allowed to try to recruit that person

NOTE Confidence: 0.783937293333334

01:00:06.948 --> 01:00:09.474 outside of a normal hiring cycle.

NOTE Confidence: 0.783937293333334

01:00:09.480 --> 01:00:11.620 So I think that you know if

NOTE Confidence: 0.783937293333334

01:00:11.620 --> 01:00:13.200 you're at Yale you you,

NOTE Confidence: 0.783937293333334

01:00:13.200 --> 01:00:15.045 you have the institutions reputation

NOTE Confidence: 0.783937293333334

01:00:15.045 --> 01:00:18.001 behind you and you may not have to be

NOTE Confidence: 0.783937293333334

01:00:18.001 --> 01:00:20.329 as creative as we appear to have to be.

NOTE Confidence: 0.783937293333334

01:00:20.330 --> 01:00:22.423 The other thing that I've heard people

NOTE Confidence: 0.783937293333334

01:00:22.423 --> 01:00:24.334 are doing is making cluster hires

NOTE Confidence: 0.783937293333334

01:00:24.334 --> 01:00:26.553 and so if in if in administration

NOTE Confidence: 0.783937293333334

01:00:26.612 --> 01:00:28.077 decides to go that route,

NOTE Confidence: 0.783937293333334

01:00:28.080 --> 01:00:29.630 they can on our campus.

NOTE Confidence: 0.783937293333334

01:00:29.630 --> 01:00:31.800 We do have requirements for our advertising.

NOTE Confidence: 0.783937293333334

01:00:31.800 --> 01:00:34.590 So before we can even run a normal search,

NOTE Confidence: 0.783937293333334

01:00:34.590 --> 01:00:36.678 we have to submit the plan not only

NOTE Confidence: 0.783937293333334

01:00:36.678 --> 01:00:39.073 to the Dean but to Addyi committee

NOTE Confidence: 0.783937293333334

01:00:39.073 --> 01:00:40.878 that make sure we're targeting

NOTE Confidence: 0.8513908

01:00:40.941 --> 01:00:42.000 the right groups.

NOTE Confidence: 0.8513908

01:00:42.000 --> 01:00:45.064 And then once we have the application pool,

NOTE Confidence: 0.8513908

01:00:45.070 --> 01:00:49.300 it has to be as diverse as we can get it.

NOTE Confidence: 0.8513908

01:00:49.300 --> 01:00:51.598 An if it's not diverse enough.

NOTE Confidence: 0.8513908

01:00:51.600 --> 01:00:54.288 We have to explain why we can.

NOTE Confidence: 0.8513908

01:00:54.290 --> 01:00:56.656 We have had fairly diverse if you

NOTE Confidence: 0.8513908

01:00:56.656 --> 01:00:58.402 consider other factors like first

NOTE Confidence: 0.8513908

01:00:58.402 --> 01:01:00.394 generation college and is now applying

NOTE Confidence: 0.8513908

01:01:00.394 --> 01:01:03.033 for a faculty position or different

NOTE Confidence: 0.8513908

01:01:03.033 --> 01:01:05.418 gender orientation or transsexual person.

NOTE Confidence: 0.8513908

01:01:05.420 --> 01:01:08.500 So we've we've been OK in other areas,

NOTE Confidence: 0.8513908

01:01:08.500 --> 01:01:11.644 but we just haven't been able to recruit

NOTE Confidence: 0.8513908

01:01:11.644 --> 01:01:13.808 African American faculty member and.

NOTE Confidence: 0.8513908

01:01:13.810 --> 01:01:16.310 In most of our department's.

NOTE Confidence: 0.8513908

01:01:16.310 --> 01:01:19.454 I'm sorry I don't have anything better to

NOTE Confidence: 0.86026156

01:01:19.460 --> 01:01:21.092 offer along those lines.

NOTE Confidence: 0.86026156

01:01:21.092 --> 01:01:23.132 I just wondered whether you

NOTE Confidence: 0.86026156

01:01:23.132 --> 01:01:24.978 have data on your PHD's,

NOTE Confidence: 0.86026156

01:01:24.980 --> 01:01:28.124 either in your campus or other places now,

NOTE Confidence: 0.86026156

01:01:28.130 --> 01:01:30.888 or what they select because it's interesting.

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NOTE Confidence: 0.86026156

01:01:30.890 --> 01:01:33.718 I wonder if they are actually going

NOTE Confidence: 0.86026156

01:01:33.718 --> 01:01:36.535 into academia an where you know we

NOTE Confidence: 0.86026156

01:01:36.535 --> 01:01:39.281 and other places because I know this

NOTE Confidence: 0.86026156

01:01:39.281 --> 01:01:42.329 is a broad problem of just not having

NOTE Confidence: 0.86026156

01:01:42.329 --> 01:01:44.282 enough applications who from minority

NOTE Confidence: 0.86026156

01:01:44.282 --> 01:01:46.247 applications for faculty positions an.

NOTE Confidence: 0.86026156

01:01:46.250 --> 01:01:48.220 I'm wondering if they're actually

NOTE Confidence: 0.86026156

01:01:48.220 --> 01:01:49.796 not going into academia.

NOTE Confidence: 0.8732505

01:01:50.380 --> 01:01:51.988 That's a great question,

NOTE Confidence: 0.8732505

01:01:51.988 --> 01:01:55.318 and it turns out that of our graduates

NOTE Confidence: 0.8732505

01:01:55.318 --> 01:01:58.244 that I talked about and of those

NOTE Confidence: 0.8732505

01:01:58.244 --> 01:02:00.797 that have completed a postdoc.

NOTE Confidence: 0.83676785

01:02:03.410 --> 01:02:05.830 No, yeah of those that

NOTE Confidence: 0.83676785

01:02:05.830 --> 01:02:07.766 have completed their PhD.

NOTE Confidence: 0.83676785

01:02:07.770 --> 01:02:12.168 Yeah, about 15% are in academics.

NOTE Confidence: 0.83676785

01:02:12.170 --> 01:02:15.020 Now, that's not that much different

NOTE Confidence: 0.83676785

01:02:15.020 --> 01:02:18.433 from the other percentage of PHD's that

NOTE Confidence: 0.83676785

01:02:18.433 --> 01:02:20.818 go into academics currently anyway.

NOTE Confidence: 0.83676785

01:02:20.820 --> 01:02:23.244 We've talked to some of our

NOTE Confidence: 0.83676785

01:02:23.244 --> 01:02:24.860 former students about this.

NOTE Confidence: 0.83676785

01:02:24.860 --> 01:02:26.584 One of them said.

NOTE Confidence: 0.83676785

01:02:26.584 --> 01:02:31.018 Now this is a person who went to Stanford.

NOTE Confidence: 0.83676785

01:02:31.020 --> 01:02:32.144 Who was always whenever?

NOTE Confidence: 0.83676785

01:02:32.144 --> 01:02:33.830 I'd look at the Stanford website,

NOTE Confidence: 0.83676785

01:02:33.830 --> 01:02:35.657 this guy was on the was somehow

NOTE Confidence: 0.83676785

01:02:35.657 --> 01:02:37.202 featured on their website, right?

NOTE Confidence: 0.83676785

01:02:37.202 --> 01:02:38.630 So and he did. Well.

NOTE Confidence: 0.83676785

01:02:38.630 --> 01:02:40.430 He published some papers and he

NOTE Confidence: 0.83676785

01:02:40.430 --> 01:02:42.633 decided to go into policy and he came

NOTE Confidence: 0.83676785

01:02:42.633 --> 01:02:44.782 back to UMBC and I said, well, why?

NOTE Confidence: 0.83676785

01:02:44.782 --> 01:02:46.714 Why did you go into policy and

NOTE Confidence: 0.83676785

01:02:46.714 --> 01:02:49.116 he said he said, look Mike,

NOTE Confidence: 0.83676785

01:02:49.116 --> 01:02:50.970 I'm at Stanford.

NOTE Confidence: 0.83676785

01:02:50.970 --> 01:02:52.741 There are all of these white and

NOTE Confidence: 0.83676785

01:02:52.741 --> 01:02:54.083 Asian postdocs have been applying

NOTE Confidence: 0.83676785

01:02:54.083 --> 01:02:55.685 for jobs and not getting jobs,

NOTE Confidence: 0.83676785

01:02:55.690 --> 01:02:57.517 and if they can't get a job,

NOTE Confidence: 0.83676785

01:02:57.520 --> 01:02:59.616 how am I going to get a job?

NOTE Confidence: 0.83676785

01:02:59.620 --> 01:03:01.328 And then I see the article in

NOTE Confidence: 0.83676785

01:03:01.328 --> 01:03:03.164 science and it says I'm not going

NOTE Confidence: 0.83676785

01:03:03.164 --> 01:03:05.120 to be competitive for an NIH grant.

NOTE Confidence: 0.83676785

01:03:05.120 --> 01:03:05.361 Anyway,

NOTE Confidence: 0.83676785

01:03:05.361 --> 01:03:07.289 I want to have a big impact and

NOTE Confidence: 0.83676785

01:03:07.289 --> 01:03:09.284 if I get stuck in a lab somewhere

NOTE Confidence: 0.83676785

01:03:09.284 --> 01:03:10.880 and I can't be successful,

NOTE Confidence: 0.83676785

01:03:10.880 --> 01:03:12.976 how am I going to have an impact?

NOTE Confidence: 0.83676785

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01:03:12.980 --> 01:03:14.636 So maybe if I go to work for

NOTE Confidence: 0.83676785

01:03:14.636 --> 01:03:16.380 passive or some other organization,

NOTE Confidence: 0.83676785

01:03:16.380 --> 01:03:18.214 maybe I can have a big impact?

NOTE Confidence: 0.83676785

01:03:18.220 --> 01:03:20.308 Kristi Pullen, who I mentioned in my talk,

NOTE Confidence: 0.83676785

01:03:20.310 --> 01:03:21.620 did the exact same thing.

NOTE Confidence: 0.83676785

01:03:21.620 --> 01:03:23.632 She went to Harvard.

NOTE Confidence: 0.83676785

01:03:23.632 --> 01:03:26.147 To do a Woodrow Wilson.

NOTE Confidence: 0.83676785

01:03:26.150 --> 01:03:27.984 Postdoc in policy science so that she

NOTE Confidence: 0.83676785

01:03:27.984 --> 01:03:30.347 could try to have a more immediate impact.

NOTE Confidence: 0.83676785

01:03:30.350 --> 01:03:32.870 So I said to this one guy I said,

NOTE Confidence: 0.83676785

01:03:32.870 --> 01:03:33.990 are you kidding me?

NOTE Confidence: 0.83676785

01:03:33.990 --> 01:03:34.550 I said,

NOTE Confidence: 0.83676785

01:03:34.550 --> 01:03:36.790 are you telling me if I gave you,

NOTE Confidence: 0.83676785

01:03:36.790 --> 01:03:38.729 you know 3/4 of $1,000,000 in lab

NOTE Confidence: 0.83676785

01:03:38.729 --> 01:03:40.727 space and said go have fun for

NOTE Confidence: 0.83676785

01:03:40.727 --> 01:03:42.389 five years you wouldn't take it.

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NOTE Confidence: 0.83676785

01:03:42.390 --> 01:03:45.828 He said I would take it in a heartbeat.

NOTE Confidence: 0.83676785

01:03:45.830 --> 01:03:48.278 So people are making some people

NOTE Confidence: 0.83676785

01:03:48.278 --> 01:03:49.910 I can't shouldn't generalize,

NOTE Confidence: 0.83676785

01:03:49.910 --> 01:03:52.402 but some of our students are making

NOTE Confidence: 0.83676785

01:03:52.402 --> 01:03:54.366 decisions based on this negative

NOTE Confidence: 0.83676785

01:03:54.366 --> 01:03:56.026 perception about academia and

NOTE Confidence: 0.83676785

01:03:56.026 --> 01:03:58.480 their ability to be successful.

NOTE Confidence: 0.83676785

01:03:58.480 --> 01:04:01.558 Even our students who go to

NOTE Confidence: 0.83676785

01:04:01.558 --> 01:04:03.097 Berkeley and Stanford.

NOTE Confidence: 0.83676785

01:04:03.100 --> 01:04:04.755 Are somehow still being feeling

NOTE Confidence: 0.83676785

01:04:04.755 --> 01:04:06.920 discouraged or or unable to compete?

NOTE Confidence: 0.83676785

01:04:06.920 --> 01:04:09.349 I mean we all have some sense

NOTE Confidence: 0.83676785

01:04:09.349 --> 01:04:10.390 of impostor syndrome.

NOTE Confidence: 0.83676785

01:04:10.390 --> 01:04:12.120 I certainly do micros bash.

NOTE Confidence: 0.83676785

01:04:12.120 --> 01:04:14.402 Who won the Nobel Prize not too

NOTE Confidence: 0.83676785

01:04:14.402 --> 01:04:16.415 long ago talks about how he

NOTE Confidence: 0.83676785

01:04:16.415 --> 01:04:18.648 passed out before one of his HMI

NOTE Confidence: 0.83676785

01:04:18.725 --> 01:04:21.137 reviews because he was so nervous.

NOTE Confidence: 0.83676785

01:04:21.140 --> 01:04:22.184 You know, people,

NOTE Confidence: 0.83676785

01:04:22.184 --> 01:04:22.880 you know,

NOTE Confidence: 0.83676785

01:04:22.880 --> 01:04:25.309 maybe that's what motivates some of us.

NOTE Confidence: 0.83676785

01:04:25.310 --> 01:04:28.424 But in terms of our of our minority students,

NOTE Confidence: 0.83676785

01:04:28.430 --> 01:04:30.596 it's it's keeping them from some

NOTE Confidence: 0.83676785

01:04:30.596 --> 01:04:33.159 of them anyway from pursuing these.

NOTE Confidence: 0.83676785

01:04:33.160 --> 01:04:34.270 Academic positions.

NOTE Confidence: 0.8917016975

01:04:37.640 --> 01:04:40.032 Great, thank you. Other

NOTE Confidence: 0.8917016975

01:04:40.032 --> 01:04:42.424 questions or thoughts comments?

NOTE Confidence: 0.8345928

01:04:44.810 --> 01:04:46.930 Even sharing your experience of

NOTE Confidence: 0.8345928

01:04:46.930 --> 01:04:49.050 what you may have encountered.

NOTE Confidence: 0.82494724

01:04:57.680 --> 01:04:59.374 Let me just follow up about the

NOTE Confidence: 0.82494724

01:04:59.374 --> 01:05:01.008 NIH and this negative perception

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NOTE Confidence: 0.82494724

01:05:01.008 --> 01:05:02.700 that you're talking about.

NOTE Confidence: 0.82494724

01:05:02.700 --> 01:05:04.270 I wonder if you've had?

NOTE Confidence: 0.82494724

01:05:04.270 --> 01:05:06.202 I know, many of the institutes at

NOTE Confidence: 0.82494724

01:05:06.202 --> 01:05:08.386 NIH are very interested in the work

NOTE Confidence: 0.82494724

01:05:08.386 --> 01:05:10.330 you're doing and really sort of

NOTE Confidence: 0.82494724

01:05:10.390 --> 01:05:12.370 building the pipeline and sort of

NOTE Confidence: 0.82494724

01:05:12.370 --> 01:05:14.632 building this kind of work at each

NOTE Confidence: 0.82494724

01:05:14.632 --> 01:05:18.569 stage of the pipeline, so to speak.

NOTE Confidence: 0.82494724

01:05:18.570 --> 01:05:21.027 How are they interested in sort of

NOTE Confidence: 0.82494724

01:05:21.027 --> 01:05:22.820 shifting that negative perception,

NOTE Confidence: 0.82494724

01:05:22.820 --> 01:05:24.750 but also sort of programming

NOTE Confidence: 0.82494724

01:05:24.750 --> 01:05:26.680 around around this grants idea?

NOTE Confidence: 0.82494724

01:05:26.680 --> 01:05:29.212 You know the minorities and already

NOTE Confidence: 0.82494724

01:05:29.212 --> 01:05:31.637 faculty not getting grants and what

NOTE Confidence: 0.82494724

01:05:31.637 --> 01:05:33.968 what sort of creative ways are they

NOTE Confidence: 0.82494724

01:05:33.968 --> 01:05:36.317 sort of talking about changing that

NOTE Confidence: 0.82494724

01:05:36.317 --> 01:05:38.645 and then also changing the perception?

NOTE Confidence: 0.82494724

01:05:38.645 --> 01:05:40.570 Yeah, so I think Jon

NOTE Confidence: 0.8401166

01:05:40.570 --> 01:05:44.044 Lorsch is doing a really good job of that.

NOTE Confidence: 0.8401166

01:05:44.050 --> 01:05:45.980 John is ahead of NIGMS.

NOTE Confidence: 0.8401166

01:05:45.980 --> 01:05:50.565 He's been ahead there for quite awhile.

NOTE Confidence: 0.8401166

01:05:50.570 --> 01:05:52.768 I've talked to them about about their,

NOTE Confidence: 0.8401166

01:05:52.770 --> 01:05:55.122 the people it used to be called the

NOTE Confidence: 0.8401166

01:05:55.122 --> 01:05:57.090 more Division I just finished serving

NOTE Confidence: 0.8401166

01:05:57.090 --> 01:05:59.436 on NIGMS Advisory Council and I would

NOTE Confidence: 0.8401166

01:05:59.436 --> 01:06:01.884 talk to the people in the more division

NOTE Confidence: 0.8401166

01:06:01.884 --> 01:06:03.760 about because they're going around the

NOTE Confidence: 0.8401166

01:06:03.760 --> 01:06:06.000 country saying you need to train your

NOTE Confidence: 0.8401166

01:06:06.000 --> 01:06:07.836 PHD's for jobs outside of academia,

NOTE Confidence: 0.8401166

01:06:07.840 --> 01:06:09.410 and that's been their message.

NOTE Confidence: 0.8401166

01:06:09.410 --> 01:06:10.980 Both minorities and women here

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01:06:10.980 --> 01:06:12.236 that then you know,

01:06:12.240 --> 01:06:14.744 it's like the Canary in the coal mine.

01:06:14.750 --> 01:06:16.628 They're the first to leave there.

01:06:16.630 --> 01:06:17.674 They're not dumb.

01:06:17.674 --> 01:06:20.591 And so I've been talking to them about

01:06:20.591 --> 01:06:23.039 how their message isn't helping us.

01:06:23.040 --> 01:06:25.806 So that's one thing John has

01:06:25.806 --> 01:06:28.110 been very proactive, he started.

01:06:30.790 --> 01:06:33.590 A policy where which has hurt me financially,

01:06:33.590 --> 01:06:35.690 but if you're an HMI investigator,

01:06:35.690 --> 01:06:38.140 you can only have one NIH grant.

01:06:38.140 --> 01:06:40.940 And if you are not in HMI investigator,

01:06:40.940 --> 01:06:44.090 then you can have at most two NIH grants,

01:06:44.090 --> 01:06:45.426 and you cannot rape.

01:06:45.426 --> 01:06:48.289 Bring in more than $700,000 of total money.

01:06:48.290 --> 01:06:51.090 So if you gave me money or up,

NOTE Confidence: 0.83651894

01:06:51.090 --> 01:06:54.240 I got some private donor to give me money.

NOTE Confidence: 0.83651894

01:06:54.240 --> 01:06:56.690 John counts that against me and so.

NOTE Confidence: 0.83651894

01:06:56.690 --> 01:06:59.948 But what he's doing is trying to lower the.

NOTE Confidence: 0.83651894

01:06:59.950 --> 01:07:03.158 Age of the first time NIH grant recipients

NOTE Confidence: 0.83651894

01:07:03.158 --> 01:07:06.047 and he's trying to be proactive about

NOTE Confidence: 0.83651894

01:07:06.047 --> 01:07:09.289 who gets the money now by by doing

NOTE Confidence: 0.83651894

01:07:09.289 --> 01:07:11.984 those things he can fund more people.

NOTE Confidence: 0.83651894

01:07:11.990 --> 01:07:13.318 But that wasn't enough,

NOTE Confidence: 0.83651894

01:07:13.318 --> 01:07:16.171 and So what he's done is he started

NOTE Confidence: 0.83651894

01:07:16.171 --> 01:07:18.146 this new program called Mira.

NOTE Confidence: 0.83651894

01:07:18.150 --> 01:07:20.390 And what he's doing is saying if

NOTE Confidence: 0.83651894

01:07:20.390 --> 01:07:22.120 you have multiple NIH grants,

NOTE Confidence: 0.83651894

01:07:22.120 --> 01:07:23.644 you can combine them.

NOTE Confidence: 0.83651894

01:07:23.644 --> 01:07:25.930 It would be one Myra Grant

NOTE Confidence: 0.83651894

01:07:26.014 --> 01:07:27.999 and this Myra Grant then.

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NOTE Confidence: 0.83651894

01:07:28.000 --> 01:07:30.290 The property you get evaluated

NOTE Confidence: 0.83651894

01:07:30.290 --> 01:07:32.580 based on what you've accomplished

NOTE Confidence: 0.83651894

01:07:32.658 --> 01:07:34.878 and what you're planning to do,

NOTE Confidence: 0.83651894

01:07:34.880 --> 01:07:38.540 but it's it's not.

NOTE Confidence: 0.83651894

01:07:38.540 --> 01:07:40.340 You don't have to have a

NOTE Confidence: 0.83651894

01:07:40.340 --> 01:07:41.540 lot of preliminary data,

NOTE Confidence: 0.83651894

01:07:41.540 --> 01:07:43.948 it's more about you know what is the

NOTE Confidence: 0.83651894

01:07:43.948 --> 01:07:46.339 broad impact of your science going to be.

NOTE Confidence: 0.83651894

01:07:46.340 --> 01:07:47.240 In other words,

NOTE Confidence: 0.83651894

01:07:47.240 --> 01:07:49.826 I don't know that I'm 100% in favor of

NOTE Confidence: 0.83651894

01:07:49.826 --> 01:07:52.019 this because it puts a lot more control

NOTE Confidence: 0.83651894

01:07:52.019 --> 01:07:54.403 in the hands of the leadership at NIH

NOTE Confidence: 0.83651894

01:07:54.403 --> 01:07:56.838 and takes it away from study sections.

NOTE Confidence: 0.83651894

01:07:56.840 --> 01:07:58.877 But what he's done is he's now

NOTE Confidence: 0.83651894

01:07:58.877 --> 01:08:00.440 has a different study section

NOTE Confidence: 0.83651894

01:08:00.440 --> 01:08:01.640 for Myra grants right.

NOTE Confidence: 0.83651894

01:08:01.640 --> 01:08:03.712 And so a lot of people are applying

NOTE Confidence: 0.83651894

01:08:03.712 --> 01:08:06.006 to Myra and the people on those

NOTE Confidence: 0.83651894

01:08:06.006 --> 01:08:07.378 study sections are evaluating

NOTE Confidence: 0.83651894

01:08:07.378 --> 01:08:09.310 the grants differently than they

NOTE Confidence: 0.83651894

01:08:09.310 --> 01:08:11.215 might evaluate a narrow one.

NOTE Confidence: 0.83651894

01:08:11.220 --> 01:08:13.868 If you look at the the percentage of

NOTE Confidence: 0.83651894

01:08:13.868 --> 01:08:16.059 minorities that are getting my rewards,

NOTE Confidence: 0.83651894

01:08:16.060 --> 01:08:18.349 it's much higher than the percentage of

NOTE Confidence: 0.83651894

01:08:18.349 --> 01:08:20.560 minorities that are getting other awards.

NOTE Confidence: 0.83651894

01:08:20.560 --> 01:08:23.066 The success rate of Myra is higher

NOTE Confidence: 0.83651894

01:08:23.066 --> 01:08:25.407 than the success rate of ARO ones.

NOTE Confidence: 0.83651894

01:08:25.410 --> 01:08:28.170 Now again this bothers me in a sense,

NOTE Confidence: 0.83651894

01:08:28.170 --> 01:08:30.599 because the ARO ones have preliminary data,

NOTE Confidence: 0.83651894

01:08:30.600 --> 01:08:32.682 there sometimes ranked by their study

NOTE Confidence: 0.83651894

01:08:32.682 --> 01:08:34.400 sections better than them Iras,

122

NOTE Confidence: 0.83651894

01:08:34.400 --> 01:08:36.476 but the mirrors are getting funded.

NOTE Confidence: 0.83651894

01:08:36.480 --> 01:08:39.324 And So what I'm just saying is that this

NOTE Confidence: 0.83651894

01:08:39.324 --> 01:08:42.360 is one of the ways that the leadership,

NOTE Confidence: 0.83651894

01:08:42.360 --> 01:08:43.948 at least at NIGMS.

NOTE Confidence: 0.83651894

01:08:43.948 --> 01:08:46.330 Is trying to encourage more minorities

NOTE Confidence: 0.83651894

01:08:46.401 --> 01:08:48.699 to to look at academic positions?

NOTE Confidence: 0.83651894

01:08:48.700 --> 01:08:49.080 Yeah,

NOTE Confidence: 0.83651894

01:08:49.080 --> 01:08:51.360 but a lot of people don't

NOTE Confidence: 0.83651894

01:08:51.360 --> 01:08:52.500 know those statistics.

NOTE Confidence: 0.83651894

01:08:52.500 --> 01:08:54.780 They're they're on the NIGMS website,

NOTE Confidence: 0.83651894

01:08:54.780 --> 01:08:57.600 but they don't realize that.

NOTE Confidence: 0.83651894

01:08:57.600 --> 01:08:59.776 You know people are trying to reach out

NOTE Confidence: 0.83651894

01:08:59.776 --> 01:09:02.149 and become more diverse and see more

NOTE Confidence: 0.83651894

01:09:02.149 --> 01:09:03.919 success among their diverse scientists.

NOTE Confidence: 0.897140813333333

01:09:04.630 --> 01:09:08.668 Yeah. Thank you. Other questions comments.

NOTE Confidence: 0.897140813333333

01:09:08.670 --> 01:09:11.610 Rachel yes question. Thank you

NOTE Confidence: 0.85510796

01:09:11.610 --> 01:09:14.098 doctor Summers. Great talk.

NOTE Confidence: 0.85510796

01:09:14.098 --> 01:09:18.598 I had the opportunity to get to

NOTE Confidence: 0.85510796

01:09:18.598 --> 01:09:22.528 know first hand about the Meyerhoff

NOTE Confidence: 0.85510796

01:09:22.528 --> 01:09:26.608 Scholars program all through the 2000s.

NOTE Confidence: 0.85510796

01:09:26.610 --> 01:09:29.286 We can talk more about that.

NOTE Confidence: 0.85510796

01:09:29.290 --> 01:09:32.405 I had the pleasure of knowing Lamont,

NOTE Confidence: 0.85510796

01:09:32.410 --> 01:09:34.640 however wonderful person and friend.

NOTE Confidence: 0.85510796

01:09:34.640 --> 01:09:37.916 I wanted to know if you had any thoughts

NOTE Confidence: 0.85510796

01:09:37.916 --> 01:09:41.176 about recreating your PhD or the graduate

NOTE Confidence: 0.85510796

01:09:41.176 --> 01:09:44.000 aspect of the Meyerhoff experience.

NOTE Confidence: 0.85510796

01:09:44.000 --> 01:09:47.126 For other institutions I know later will

NOTE Confidence: 0.85510796

01:09:47.126 --> 01:09:49.895 talk about the undergraduate and I hope

NOTE Confidence: 0.85510796

01:09:49.895 --> 01:09:52.919 that will get into the graduate aspects

NOTE Confidence: 0.85510796

01:09:52.919 --> 01:09:55.599 and accoutrements of your success.

NOTE Confidence: 0.85510796

01:09:55.600 --> 01:09:57.352 But if you could.

NOTE Confidence: 0.85510796

01:09:57.352 --> 01:09:59.104 Discussed a little bit

NOTE Confidence: 0.756510244

01:09:59.110 --> 01:10:00.634 about that, sure.

NOTE Confidence: 0.756510244

01:10:00.634 --> 01:10:03.160 I mean, I think the graduate program

NOTE Confidence: 0.756510244

01:10:03.160 --> 01:10:05.983 to me is was all it was all just

NOTE Confidence: 0.756510244

01:10:05.983 --> 01:10:07.910 kind of common sense, it was.

NOTE Confidence: 0.756510244

01:10:07.910 --> 01:10:10.290 We're going to have monthly meetings so

NOTE Confidence: 0.756510244

01:10:10.290 --> 01:10:12.784 that we can bring our one psychology

NOTE Confidence: 0.756510244

01:10:12.784 --> 01:10:15.380 student an R1 biology student in our

NOTE Confidence: 0.756510244

01:10:15.380 --> 01:10:17.280 one chemistry student together so

NOTE Confidence: 0.756510244

01:10:17.280 --> 01:10:19.440 that they could feel like they're in

NOTE Confidence: 0.756510244

01:10:19.440 --> 01:10:22.104 a group and they have some kind of

NOTE Confidence: 0.756510244

01:10:22.104 --> 01:10:23.704 support structure among themselves.

NOTE Confidence: 0.756510244

01:10:23.710 --> 01:10:25.708 And that was the first year

NOTE Confidence: 0.756510244

01:10:25.708 --> 01:10:27.040 and the next year.

NOTE Confidence: 0.756510244

01:10:27.040 --> 01:10:30.100 I think it jumped to 8 total students in our

NOTE Confidence: 0.756510244

01:10:30.174 --> 01:10:33.030 group and it was very personal back then.

NOTE Confidence: 0.756510244

01:10:33.030 --> 01:10:35.354 I came to all the meetings basically,

NOTE Confidence: 0.756510244

01:10:35.360 --> 01:10:37.614 and then I we would have a

NOTE Confidence: 0.756510244

01:10:37.614 --> 01:10:39.160 retreat during the summer.

NOTE Confidence: 0.756510244

01:10:39.160 --> 01:10:41.127 Where we would go off campus and

NOTE Confidence: 0.756510244

01:10:41.127 --> 01:10:42.981 go white water rafting or hiking

NOTE Confidence: 0.756510244

01:10:42.981 --> 01:10:45.200 and and I would basically say look.

NOTE Confidence: 0.756510244

01:10:45.200 --> 01:10:46.097 I'm you know,

NOTE Confidence: 0.756510244

01:10:46.097 --> 01:10:49.128 I'm a white male who was raised in the South.

NOTE Confidence: 0.756510244

01:10:49.130 --> 01:10:51.111 You tell me what would make this

NOTE Confidence: 0.756510244

01:10:51.111 --> 01:10:52.979 a great program and the students

NOTE Confidence: 0.756510244

01:10:52.979 --> 01:10:54.259 took ownership of it.

NOTE Confidence: 0.756510244

01:10:54.260 --> 01:10:56.676 How do we want to spend the money?

NOTE Confidence: 0.756510244

01:10:56.680 --> 01:10:58.486 What do you want to do?

NOTE Confidence: 0.756510244

01:10:58.490 --> 01:11:00.555 So I would say at the graduate

NOTE Confidence: 0.756510244

01:11:00.555 --> 01:11:02.718 level it started off by me telling

NOTE Confidence: 0.756510244

01:11:02.718 --> 01:11:04.530 the students that we had that,

NOTE Confidence: 0.756510244

01:11:04.530 --> 01:11:06.342 you know, I know essentially nothing

NOTE Confidence: 0.756510244

01:11:06.342 --> 01:11:07.550 about what you need.

NOTE Confidence: 0.756510244

01:11:07.550 --> 01:11:10.565 Educate me and let me help you build this.

NOTE Confidence: 0.756510244

01:11:10.570 --> 01:11:12.446 And it's kind of stayed that way.

NOTE Confidence: 0.756510244

01:11:12.450 --> 01:11:13.790 Now the numbers are huge.

NOTE Confidence: 0.756510244

01:11:13.790 --> 01:11:15.130 I don't know all the

NOTE Confidence: 0.756510244

01:11:15.130 --> 01:11:16.470 students are just too many.

NOTE Confidence: 0.756510244

01:11:16.470 --> 01:11:17.559 You get 100.

NOTE Confidence: 0.756510244

01:11:17.559 --> 01:11:20.655 In 12 people in a room, and you know.

NOTE Confidence: 0.756510244

01:11:20.655 --> 01:11:21.570 And that's now.

NOTE Confidence: 0.756510244

01:11:21.570 --> 01:11:23.698 But now we do have more leadership.

NOTE Confidence: 0.756510244

01:11:23.700 --> 01:11:26.124 That's that's going to come in next year.

NOTE Confidence: 0.756510244

01:11:26.130 --> 01:11:27.954 And we're going to kind of

NOTE Confidence: 0.756510244

01:11:27.954 --> 01:11:29.170 try to share responsibilities,

NOTE Confidence: 0.756510244

01:11:29.170 --> 01:11:31.837 but so I'd say it starts by

NOTE Confidence: 0.756510244

01:11:31.837 --> 01:11:33.799 taking the students you have.

NOTE Confidence: 0.756510244

01:11:33.800 --> 01:11:35.810 Where did they come from?

NOTE Confidence: 0.756510244

01:11:35.810 --> 01:11:37.826 Could they go back to their institutions

NOTE Confidence: 0.756510244

01:11:37.826 --> 01:11:39.748 and talk about what they're doing?

NOTE Confidence: 0.756510244

01:11:39.750 --> 01:11:41.864 We've done that with my alma mater.

NOTE Confidence: 0.756510244

01:11:41.870 --> 01:11:43.580 We've had a bunch of students

NOTE Confidence: 0.756510244

01:11:43.580 --> 01:11:45.510 who have now come to Maryland,

NOTE Confidence: 0.756510244

01:11:45.510 --> 01:11:46.116 turned down,

NOTE Confidence: 0.756510244

01:11:46.116 --> 01:11:47.934 wash you to come to Maryland

NOTE Confidence: 0.756510244

01:11:47.934 --> 01:11:49.450 to do their MD PhD,

NOTE Confidence: 0.756510244

01:11:49.450 --> 01:11:51.312 and now the guy is getting ready

NOTE Confidence: 0.756510244

01:11:51.312 --> 01:11:53.379 to do his residency at Emory.

NOTE Confidence: 0.756510244

01:11:53.380 --> 01:11:55.644 So just by by bringing in the minority

NOTE Confidence: 0.756510244

01:11:55.644 --> 01:11:57.930 students you have in your graduate program,

NOTE Confidence: 0.756510244

01:11:57.930 --> 01:11:59.142 where did they go?

01:11:59.142 --> 01:12:00.657 Reaching out to those schools,

01:12:00.660 --> 01:12:02.502 sending them back with some money

01:12:02.502 --> 01:12:04.289 and letting them talk about it?

01:12:04.290 --> 01:12:07.146 That's one thing you can do.

01:12:07.150 --> 01:12:10.433 And then the most important thing for

01:12:10.433 --> 01:12:13.788 us for building the application pool.

01:12:13.790 --> 01:12:17.790 Was starting a summer REU.

01:12:17.790 --> 01:12:19.505 Where we were and what we found

01:12:19.505 --> 01:12:21.400 is that if we brought students

01:12:21.400 --> 01:12:23.225 from Berkeley in other places,

01:12:23.230 --> 01:12:24.886 they wouldn't come to our PhD

01:12:24.886 --> 01:12:26.391 program where I'm talking about

01:12:26.391 --> 01:12:27.759 bringing undergrads into do.

01:12:27.760 --> 01:12:31.064 And are you? OK, so I know.

01:12:31.070 --> 01:12:33.530 I mean I know you're asking

01:12:33.530 --> 01:12:35.170 about the PhD program,

NOTE Confidence: 0.756510244

01:12:35.170 --> 01:12:37.730 but if we brought undergraduates

NOTE Confidence: 0.756510244

01:12:37.730 --> 01:12:39.778 in from nearby Msis.

NOTE Confidence: 0.756510244

01:12:39.780 --> 01:12:42.162 The chances were higher that they

NOTE Confidence: 0.756510244

01:12:42.162 --> 01:12:45.160 would come to our graduate program.

NOTE Confidence: 0.756510244

01:12:45.160 --> 01:12:47.365 And so we were able to increase

NOTE Confidence: 0.756510244

01:12:47.365 --> 01:12:48.744 the applications and increase

NOTE Confidence: 0.756510244

01:12:48.744 --> 01:12:50.564 the matriculation to our PhD

NOTE Confidence: 0.756510244

01:12:50.564 --> 01:12:52.020 program just by having

NOTE Confidence: 0.8706484

01:12:52.086 --> 01:12:54.816 a summer Ari you and then making it good too.

NOTE Confidence: 0.8706484

01:12:54.820 --> 01:12:56.764 So when they came in they

NOTE Confidence: 0.8706484

01:12:56.764 --> 01:12:58.679 would get together as a group.

NOTE Confidence: 0.8706484

01:12:58.680 --> 01:13:00.885 It wasn't one individual in one white

NOTE Confidence: 0.8706484

01:13:00.885 --> 01:13:02.869 lab feeling alone all summer right?

NOTE Confidence: 0.8706484

01:13:02.870 --> 01:13:04.610 There have to be intentional activities

NOTE Confidence: 0.8706484

01:13:04.610 --> 01:13:06.729 to make it a good experience.

NOTE Confidence: 0.8706484

01:13:06.730 --> 01:13:09.338 And then we would send them home AT

NOTE Confidence: 0.8706484

01:13:09.338 --> 01:13:11.526 shirts that had their names on the

NOTE Confidence: 0.8706484

01:13:11.526 --> 01:13:14.234 back and we call it SVTPAU NBC so

NOTE Confidence: 0.8706484

01:13:14.234 --> 01:13:16.592 they'd wear them around their campus.

NOTE Confidence: 0.8706484

01:13:16.600 --> 01:13:18.886 We would give their faculty that

NOTE Confidence: 0.8706484

01:13:18.886 --> 01:13:21.399 would bring students to our or we

NOTE Confidence: 0.8706484

01:13:21.399 --> 01:13:23.235 would have a seminar program at

NOTE Confidence: 0.8706484

01:13:23.235 --> 01:13:25.944 the end of the summer and we would

NOTE Confidence: 0.8706484

01:13:25.944 --> 01:13:28.418 invite the faculty from the HBC use

NOTE Confidence: 0.8706484

01:13:28.418 --> 01:13:31.011 to bring other students who didn't do

NOTE Confidence: 0.8706484

01:13:31.011 --> 01:13:33.507 our EU to come to see their friends,

NOTE Confidence: 0.8706484

01:13:33.510 --> 01:13:36.270 give talks and to learn about our program.

NOTE Confidence: 0.8706484

01:13:36.270 --> 01:13:39.406 So it was a very intentional outreach.

NOTE Confidence: 0.8706484

01:13:39.410 --> 01:13:40.858 Two minority serving institutions.

NOTE Confidence: 0.8706484

01:13:40.858 --> 01:13:44.403 To get them to come to our to a

NOTE Confidence: 0.8706484

01:13:44.403 --> 01:13:45.705 summer undergraduate experience,

NOTE Confidence: 0.8706484

01:13:45.710 --> 01:13:47.468 why do people go to minority

NOTE Confidence: 0.8706484

01:13:47.468 --> 01:13:48.054 serving institutions?

NOTE Confidence: 0.8706484

01:13:48.060 --> 01:13:49.525 It's because either the students

NOTE Confidence: 0.8706484

01:13:49.525 --> 01:13:50.996 or their parents, or both,

NOTE Confidence: 0.8706484

01:13:50.996 --> 01:13:52.754 want they want to be supported.

NOTE Confidence: 0.8706484

01:13:52.760 --> 01:13:54.482 They want to be surrounded by

NOTE Confidence: 0.8706484

01:13:54.482 --> 01:13:56.000 faculty to give a damn.

NOTE Confidence: 0.8706484

01:13:56.000 --> 01:13:58.502 And so how are you going to have convinced

NOTE Confidence: 0.8706484

01:13:58.502 --> 01:14:00.697 black families that Yale gives a damn?

NOTE Confidence: 0.8706484

01:14:00.700 --> 01:14:03.188 So they've got to have some kind of

NOTE Confidence: 0.8706484

01:14:03.188 --> 01:14:05.096 experience where you can bring them on

NOTE Confidence: 0.8706484

01:14:05.096 --> 01:14:07.460 to campus and it be a good experience.

NOTE Confidence: 0.8706484

01:14:07.460 --> 01:14:08.285 And of course,

NOTE Confidence: 0.8706484

01:14:08.285 --> 01:14:10.907 it helped us a lot that we had Freeman

NOTE Confidence: 0.8706484

01:14:10.907 --> 01:14:13.427 who could come and give a talk and.

NOTE Confidence: 0.8706484

01:14:13.430 --> 01:14:14.630 You know the parents see Freeman

NOTE Confidence: 0.8706484

01:14:14.630 --> 01:14:15.720 and that's all it takes.

NOTE Confidence: 0.87691927

01:14:18.460 --> 01:14:21.410 Awesome thanks.

NOTE Confidence: 0.87691927

01:14:21.410 --> 01:14:23.270 I have question could you talk

NOTE Confidence: 0.87691927

01:14:23.270 --> 01:14:24.972 about any early experiences with

NOTE Confidence: 0.87691927

01:14:24.972 --> 01:14:27.378 the program where you might have

NOTE Confidence: 0.87691927

01:14:27.378 --> 01:14:28.581 encountered institutional resistance?

NOTE Confidence: 0.87691927

01:14:28.590 --> 01:14:30.390 Certainly not from your president,

NOTE Confidence: 0.87691927

01:14:30.390 --> 01:14:32.538 but like general counsel would say,

NOTE Confidence: 0.87691927

01:14:32.540 --> 01:14:35.060 you know, how can you have a

NOTE Confidence: 0.87691927

01:14:35.060 --> 01:14:36.490 program specifically for you?

NOTE Confidence: 0.87691927

01:14:36.490 --> 01:14:38.772 Know this group initially and sort of

NOTE Confidence: 0.87691927

01:14:38.772 --> 01:14:41.158 what was your experience with that,

NOTE Confidence: 0.87691927

01:14:41.160 --> 01:14:42.940 and certainly have a president

NOTE Confidence: 0.87691927

01:14:42.940 --> 01:14:45.100 that can help you overcome that,

NOTE Confidence: 0.87691927

01:14:45.100 --> 01:14:47.520 but I'm just wondering your.

NOTE Confidence: 0.87691927

01:14:47.520 --> 01:14:48.579 Experiences with that?

NOTE Confidence: 0.8376167

01:14:48.580 --> 01:14:50.836 Yeah no, that's a great great.

NOTE Confidence: 0.8376167

01:14:50.840 --> 01:14:52.985 Christian College Park had a

NOTE Confidence: 0.8376167

01:14:52.985 --> 01:14:55.130 program called the Banneker Program

NOTE Confidence: 0.8376167

01:14:55.199 --> 01:14:57.007 that's our flagship campus.

NOTE Confidence: 0.8376167

01:14:57.010 --> 01:14:59.392 And when the legal decisions were

NOTE Confidence: 0.8376167

01:14:59.392 --> 01:15:02.533 being meted out that you could not

NOTE Confidence: 0.8376167

01:15:02.533 --> 01:15:04.505 have affirmative action programs,

NOTE Confidence: 0.8376167

01:15:04.510 --> 01:15:06.720 you couldn't just count students.

NOTE Confidence: 0.8376167

01:15:06.720 --> 01:15:09.360 Their program was basically dismantled there.

NOTE Confidence: 0.8376167

01:15:09.360 --> 01:15:10.683 The Banneker program.

NOTE Confidence: 0.8376167

01:15:10.683 --> 01:15:13.329 They still have a Banneker scholarship,

NOTE Confidence: 0.8376167

01:15:13.330 --> 01:15:15.976 but it's mostly majority students now.

NOTE Confidence: 0.8376167

01:15:15.980 --> 01:15:17.740 So Freeman was proactive.

NOTE Confidence: 0.8376167

01:15:17.740 --> 01:15:20.272 He said, no, anybody can apply.

NOTE Confidence: 0.8376167

01:15:20.272 --> 01:15:23.151 And we will take students that really

NOTE Confidence: 0.8376167

01:15:23.151 --> 01:15:26.022 want to be part of this and so our

NOTE Confidence: 0.8376167

01:15:26.108 --> 01:15:29.146 program does tend to be self selecting.

NOTE Confidence: 0.8376167

01:15:29.150 --> 01:15:31.530 If we have a real high achieving

NOTE Confidence: 0.8376167

01:15:31.530 --> 01:15:33.656 Asian student that comes in and

NOTE Confidence: 0.8376167

01:15:33.656 --> 01:15:35.732 meets with our students and our

NOTE Confidence: 0.8376167

01:15:35.732 --> 01:15:37.307 faculty and our administrators

NOTE Confidence: 0.8376167

01:15:37.307 --> 01:15:39.617 and convinces all of as well,

NOTE Confidence: 0.8376167

01:15:39.620 --> 01:15:42.276 this is somebody that that is is going

NOTE Confidence: 0.8376167

01:15:42.276 --> 01:15:44.891 to have a positive impact on our

NOTE Confidence: 0.8376167

01:15:44.891 --> 01:15:47.929 community then we want them in our program.

NOTE Confidence: 0.8445449

01:15:50.040 --> 01:15:51.966 One of my this isn't meierhofer.

NOTE Confidence: 0.8445449

01:15:51.970 --> 01:15:54.231 One of my former PhD students was

NOTE Confidence: 0.8445449

01:15:54.231 --> 01:15:56.159 recruited to Harvard on the faculty.

NOTE Confidence: 0.8445449

01:15:56.160 --> 01:15:58.680 This is Victoria de Souza and the first

NOTE Confidence: 0.8445449

135

01:15:58.680 --> 01:16:01.542 thing they asked her to do was to run

NOTE Confidence: 0.8445449

01:16:01.542 --> 01:16:03.521 their graduate program so they had

NOTE Confidence: 0.8445449

01:16:03.521 --> 01:16:05.495 no minorities in their PhD program,

NOTE Confidence: 0.8445449

01:16:05.500 --> 01:16:07.747 and after three years they were up

NOTE Confidence: 0.8445449

01:16:07.747 --> 01:16:09.356 to 35% minority students because

NOTE Confidence: 0.8445449

01:16:09.356 --> 01:16:10.966 she been in our program.

NOTE Confidence: 0.8445449

01:16:10.970 --> 01:16:12.902 She knew the kinds of things

NOTE Confidence: 0.8445449

01:16:12.902 --> 01:16:16.440 that we could do, and so.

NOTE Confidence: 0.8445449

01:16:16.440 --> 01:16:18.575 To get to your question about the

NOTE Confidence: 0.8445449

01:16:18.575 --> 01:16:20.027 legal issues Berkeley is doing

NOTE Confidence: 0.8445449

01:16:20.027 --> 01:16:21.693 this and they have one of the

NOTE Confidence: 0.8445449

01:16:21.693 --> 01:16:23.825 most recent during one of the most

NOTE Confidence: 0.8445449

01:16:23.825 --> 01:16:25.341 restrictive states in the country.

NOTE Confidence: 0.8445449

01:16:25.341 --> 01:16:27.378 They said initially we can't do this

NOTE Confidence: 0.8445449

01:16:27.378 --> 01:16:29.067 here because we're not allowed to.

NOTE Confidence: 0.8445449

01:16:29.070 --> 01:16:31.716 Well, you are allowed to you if you have

NOTE Confidence: 0.8445449

01:16:31.716 --> 01:16:34.460 a program that accepts any students.

NOTE Confidence: 0.8445449

01:16:34.460 --> 01:16:35.676 That's all that matters.

NOTE Confidence: 0.8445449

01:16:35.676 --> 01:16:37.804 Now, if the focus is on social

NOTE Confidence: 0.8445449

01:16:37.804 --> 01:16:38.716 justice and science,

NOTE Confidence: 0.8445449

01:16:38.720 --> 01:16:41.054 then it's going to self select

NOTE Confidence: 0.8445449

01:16:41.054 --> 01:16:43.018 for the majority students that

NOTE Confidence: 0.8445449

01:16:43.018 --> 01:16:45.384 want to be part of that community.

NOTE Confidence: 0.8445449

01:16:45.390 --> 01:16:46.248 And of course,

NOTE Confidence: 0.8445449

01:16:46.248 --> 01:16:47.964 if the requirement is that they

NOTE Confidence: 0.8445449

01:16:47.964 --> 01:16:49.548 have to be a high achiever,

NOTE Confidence: 0.8445449

01:16:49.550 --> 01:16:51.244 then you know you're going to get

NOTE Confidence: 0.8445449

01:16:51.244 --> 01:16:52.673 high achieving minority students and

NOTE Confidence: 0.8445449

01:16:52.673 --> 01:16:53.977 high achieving majority students.

NOTE Confidence: 0.7076838

01:16:57.630 --> 01:16:59.340 Thank you, sure.

NOTE Confidence: 0.85078853

01:17:01.660 --> 01:17:04.516 We're coming to the end of our time.

NOTE Confidence: 0.85078853

01:17:04.520 --> 01:17:05.952 Any other questions before

NOTE Confidence: 0.85078853

01:17:05.952 --> 01:17:07.742 we let Doctor Summers go?

NOTE Confidence: 0.85078853

01:17:07.750 --> 01:17:10.683 And now he's going to be meeting

NOTE Confidence: 0.85078853

01:17:10.683 --> 01:17:13.487 with with Doctor Smith and Lattimore

NOTE Confidence: 0.85078853

01:17:13.487 --> 01:17:16.397 and their group for a workshop.

NOTE Confidence: 0.85078853

01:17:16.400 --> 01:17:18.029 Any other comments?

NOTE Confidence: 0.8548503

01:17:22.410 --> 01:17:24.696 Well, this is a great discussion,

NOTE Confidence: 0.8548503

01:17:24.700 --> 01:17:27.274 and of course the wonderful presentation

NOTE Confidence: 0.8548503

01:17:27.274 --> 01:17:30.047 got us really thinking a number of

NOTE Confidence: 0.8548503

01:17:30.047 --> 01:17:32.336 different ways about what we can do.

NOTE Confidence: 0.8548503

01:17:32.340 --> 01:17:35.070 So thank you so much. Doctor Summers,

NOTE Confidence: 0.8548503

01:17:35.070 --> 01:17:37.120 who really appreciate your time

NOTE Confidence: 0.8548503

01:17:37.120 --> 01:17:39.807 this morning and I'm sure we'll be

NOTE Confidence: 0.8548503

01:17:39.807 --> 01:17:41.883 reaching out with followups as well.

NOTE Confidence: 0.8858646

01:17:42.520 --> 01:17:43.840 Though it's been a pleasure,

NOTE Confidence: 0.8858646

01:17:43.840 --> 01:17:44.892 thank you so much.

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NOTE Confidence: 0.8858646

01:17:44.892 --> 01:17:46.470 I look forward to talking to

NOTE Confidence: 0.8858646

01:17:46.470 --> 01:17:48.415 you later. Yes, thank you.