



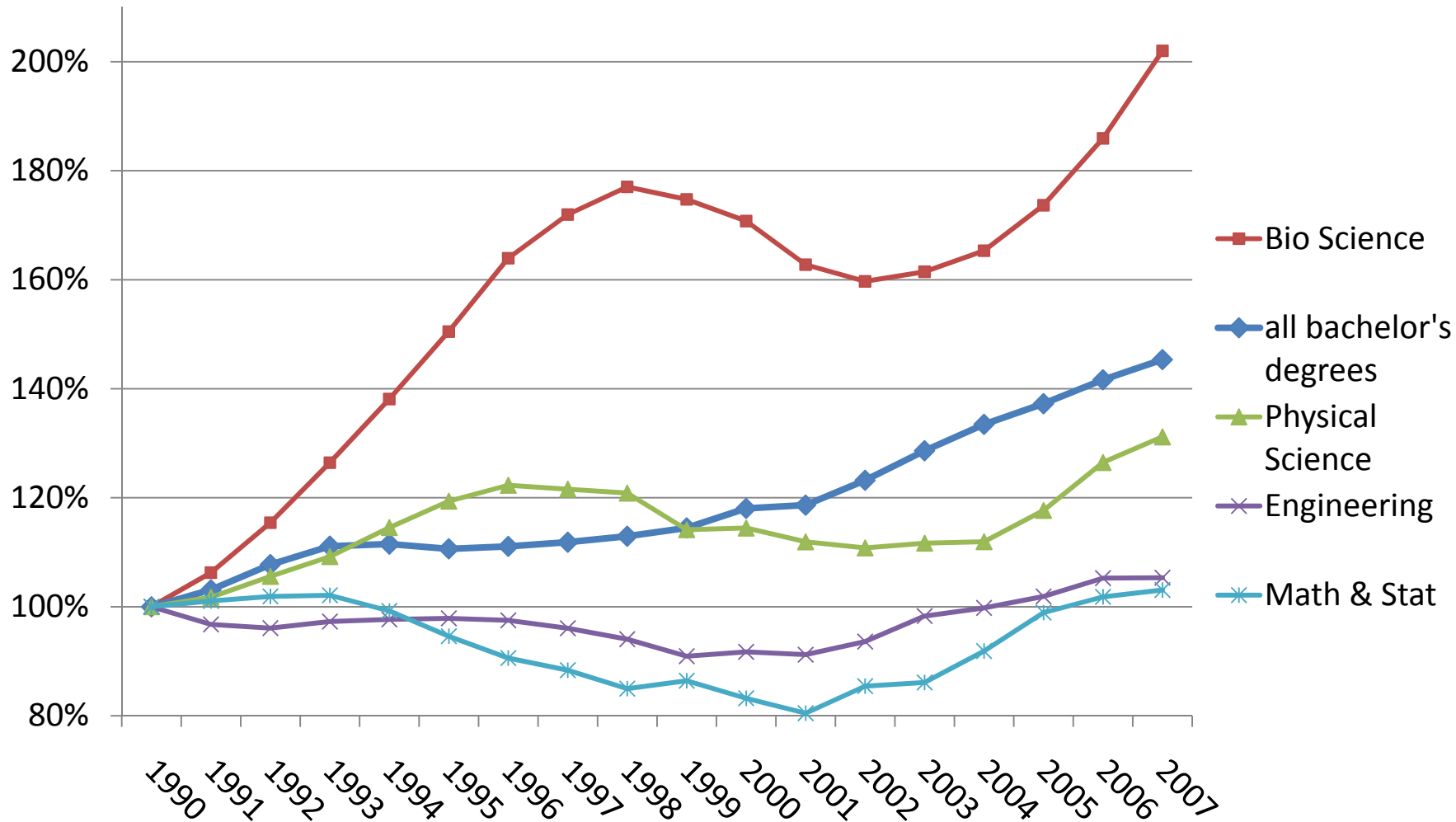
***Undergraduate Mathematics: Promising
Recruitment and Retention Strategies to
Ensure Diversity in the STEM Pipeline***
September 22, 2009

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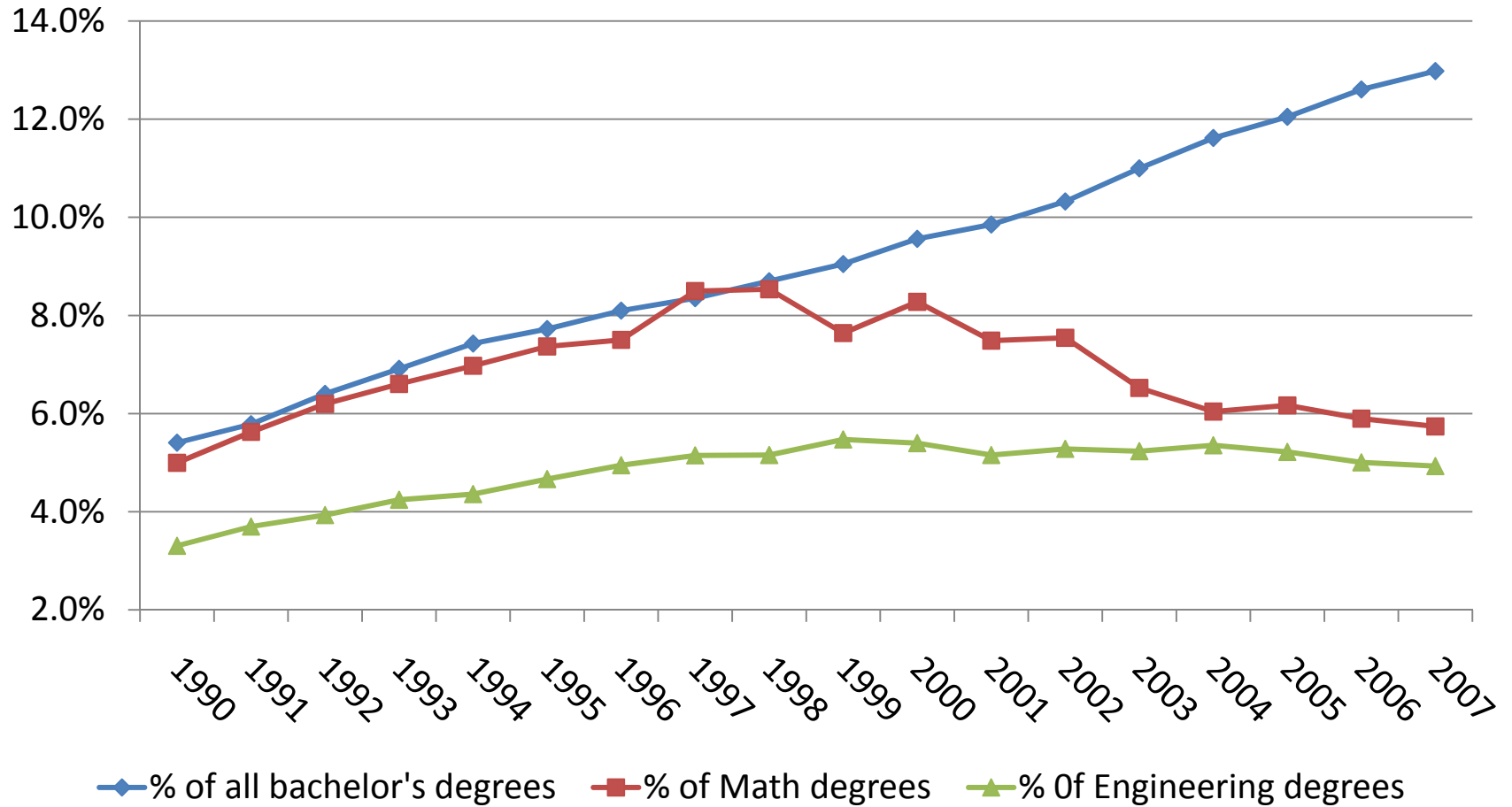
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Change in number of bachelor's degrees, 1990 = 100%



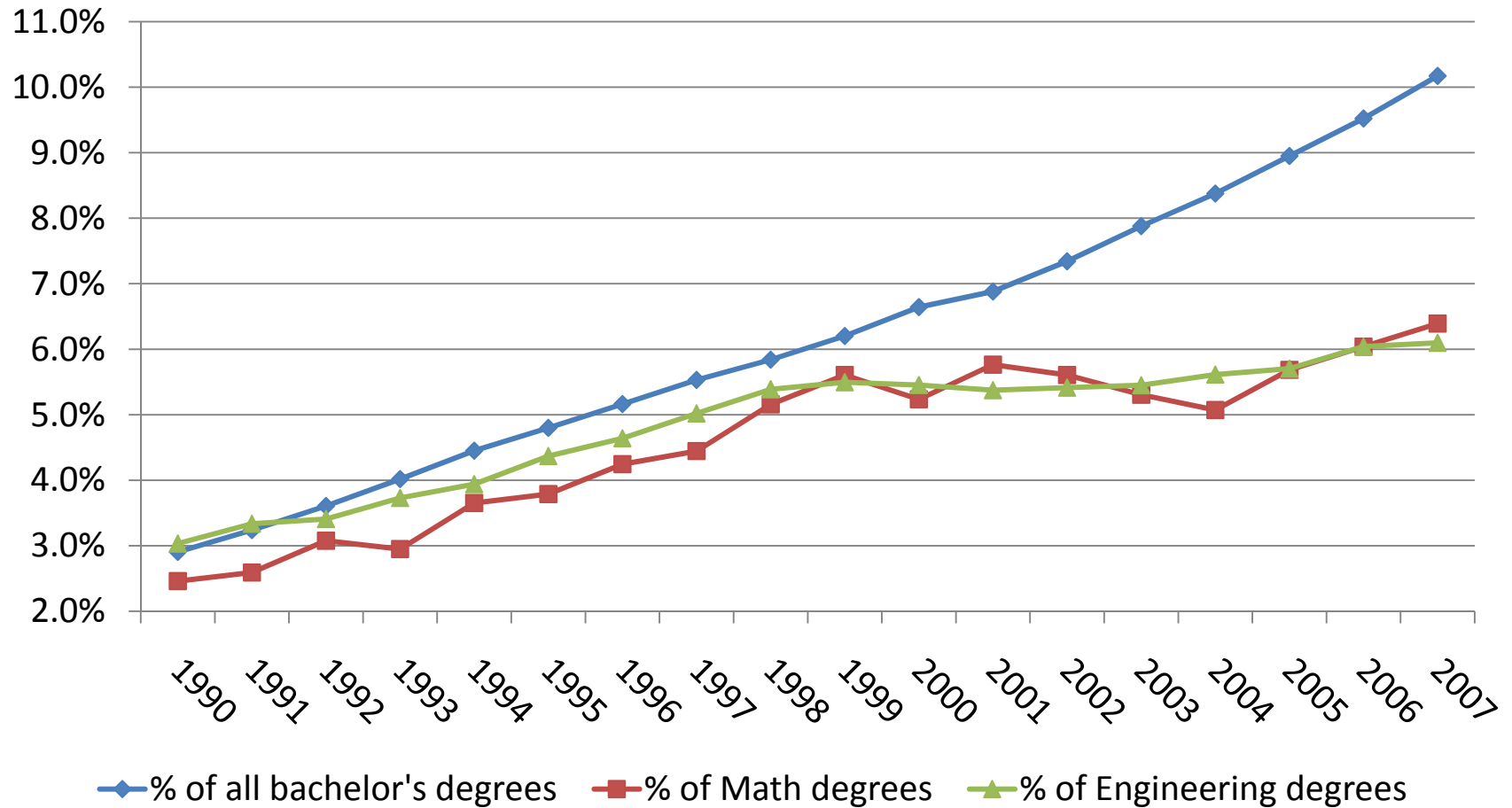
Graph 1, data from US Dept of Ed, National Center for Education Statistics

African Americans as % of Bachelor's Degrees



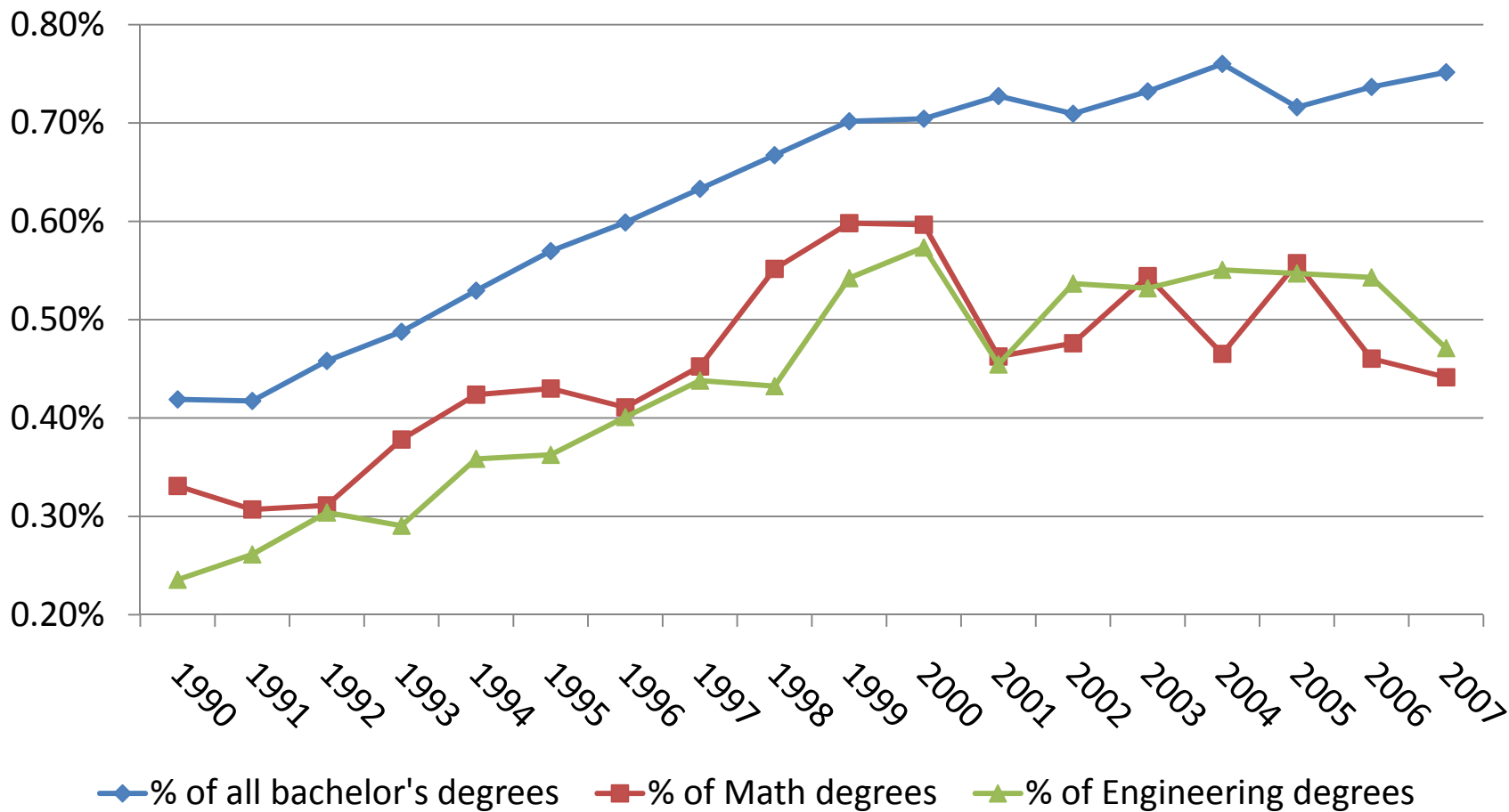
Graph 2b, data from US Dept of Ed, National Center for Education Statistics

Hispanic Americans as % of Bachelor's Degrees



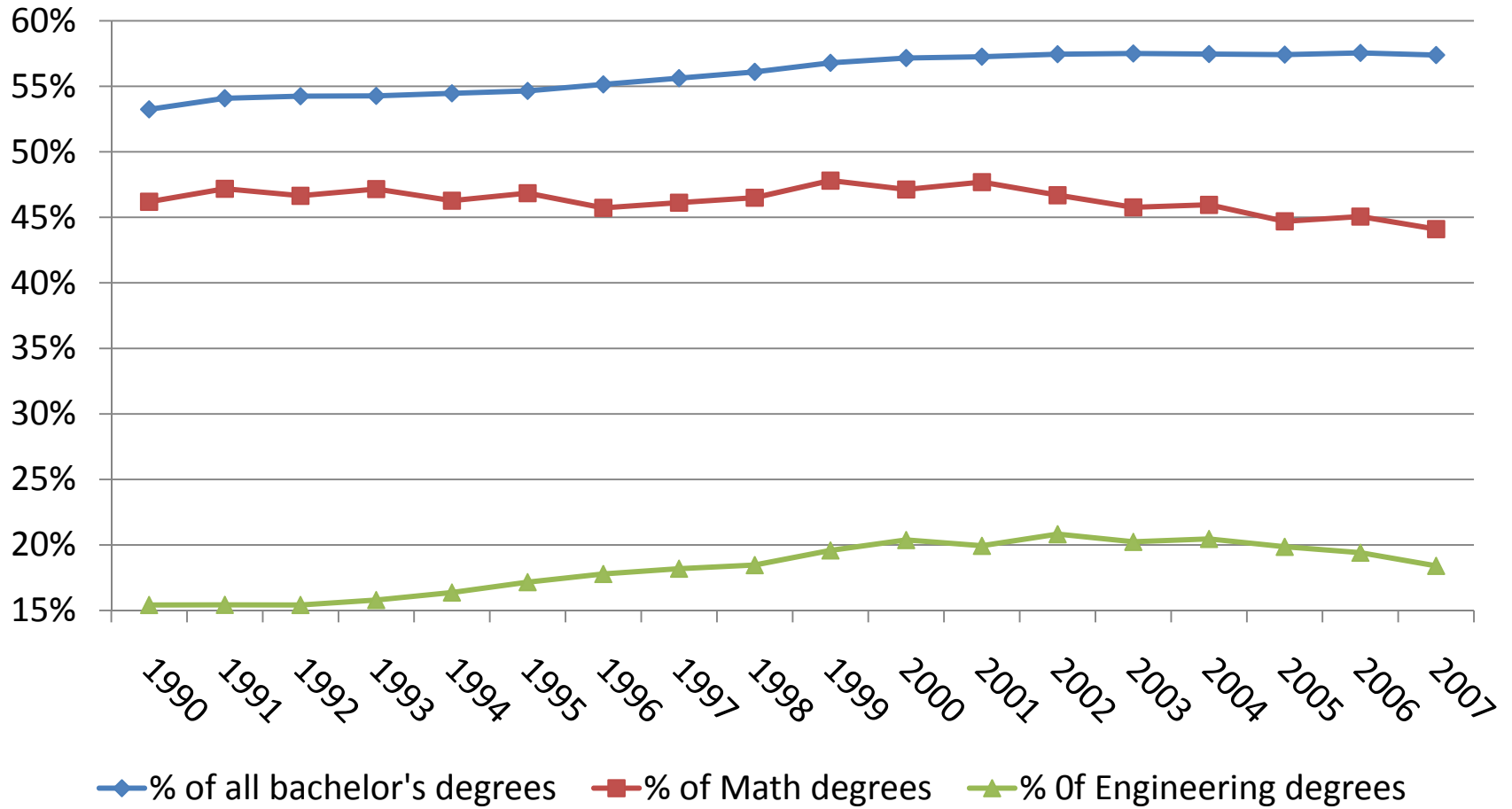
Graph 3, data from US Dept of Ed, National Center for Education Statistics

Native Americans as % of Bachelor's Degrees



Graph 4, data from US Dept of Ed, National Center for Education Statistics

Women as % of Bachelor's Degrees



Graph 5, data from US Dept of Ed, National Center for Education Statistics

Conclusion

The Federal government has a role to play in increasing the participation of Underrepresented Minorities (URMs) in the STEM disciplines:

1. Continue support for scholarship programs for URMs and combine them with active recruitment, mentoring, and community building.
2. Create research opportunities for URMs by encouraging partnerships between Minority Serving Institutions and research centers.
3. Promote integrated programs, both vertically (NSF EMSW21*) and across disciplines (NSF UBM**).



* Enhancing the Mathematical Sciences Workforce in the 21st Century (EMSW21)

** Interdisciplinary Training for Undergraduates in Biological and Mathematical Sciences (UBM)