

PUMAS 2021

PROMOTING UNDERREPRESENTED MINORITIES ADVANCING IN THE SCIENCES

What is it?

- An 8-week paid **biomedical research internship** funded by the National Institutes of Health (NIH)
- Gives **hands-on lab experience**, networking opportunities with research faculty, and exposure to different career paths in science and health
- PUMAS's principal investigators and graduate student/postdoc mentors are committed to **building gender and ethnic diversity** in STEM/health

Who is it for?

- **Underrepresented* community college students** with intentions to transfer to 4-year institutions as STEM majors
- **Small cohort** (8–12) accepted per year

Who were the 2021 participants?



100%
from underrepresented populations



3.50
average college GPA



58%
first-generation college students



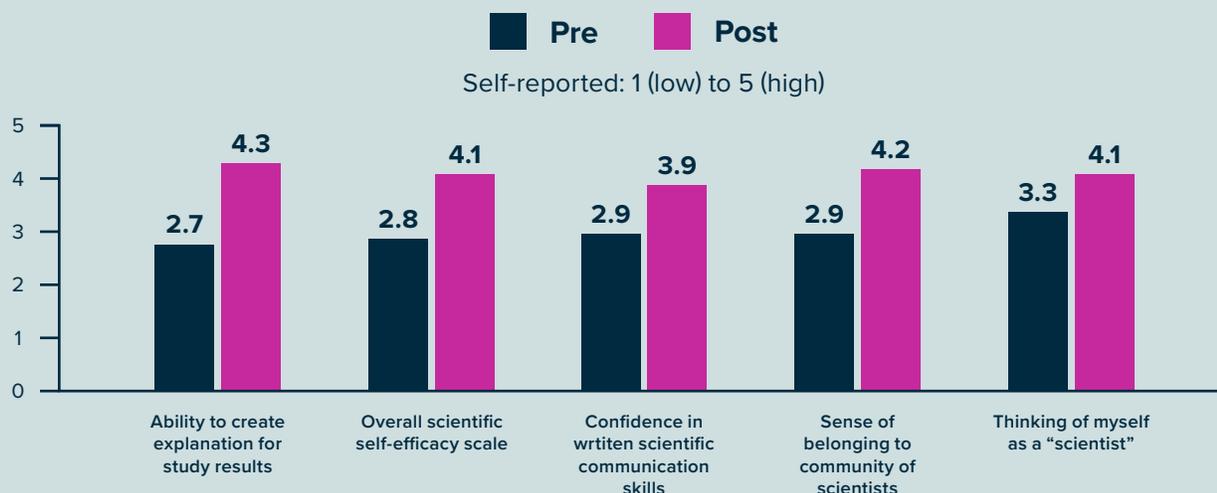
\$83,193
median household income



100%
aimed to pursue a STEM-related degree

Effect of the Program

The participants were positively affected by the PUMAS program in many ways.

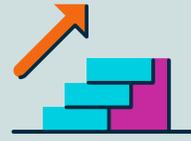
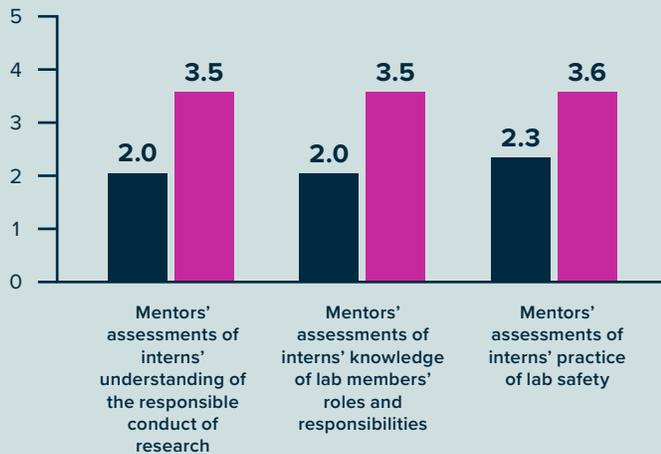


* The National Science Foundation (NSF) considers groups to be underrepresented minorities (URMs) when they "constitute disproportionately smaller percentages of employed scientists and engineers than they do of the US population" as a whole. Currently, the NSF identifies members of the following groups to be URMs: "Women, persons with disabilities, and three racial and ethnic groups—Blacks, Hispanics, and American Indians or Alaska Natives" (*Women, Minorities, and Persons with Disabilities in Science and Engineering*, 2017. www.nsf.gov).

Effect of the Program (cont.)

■ Pre ■ Post

Self-reported: 1 (low) to 5 (high)



All interns increased their knowledge of **career readiness** and graduate/professional school topics



Interns increased the **average size of their professional networks** from 11 contacts at the start of the program to **24 contacts** at the end

Alumni

39 alumni completed the PUMAS program between 2014 and 2018, of whom 72% responded to the 2019 follow-up survey.



86%

sustained or increased interest in biomedical science



100%

intend to pursue STEM-related careers



93%

completed or attend 4-year institutions



93%

aspire to advanced degrees (MS or higher)



71%

of PIs and mentors were in contact with alumni last year

GLADSTONE INSTITUTES

Founded in 1979, Gladstone Institutes is an independent biomedical research institution with a focus on finding new pathways to cures. Over 350 scientists and trainees work at Gladstone using science and technology in cardiovascular biology, immunology, neuroscience, and stem cell biology to study unsolved diseases. A common belief of the organization is that diversity will bring the best solutions to the world's scientific challenges.



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