# PUMAS 2022

PROMOTING UNDERREPRESENTED MINORITY ADVANCEMENT IN THE SCIENCES

## What is it?

- A nine-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 four-year institutions as STEM majors
- **Small cohort** (8-12 students) accepted per year

## Who were the 2022 participants?

**100%**
were first-generation college students or from underrepresented populations

**3.82**
average college GPA

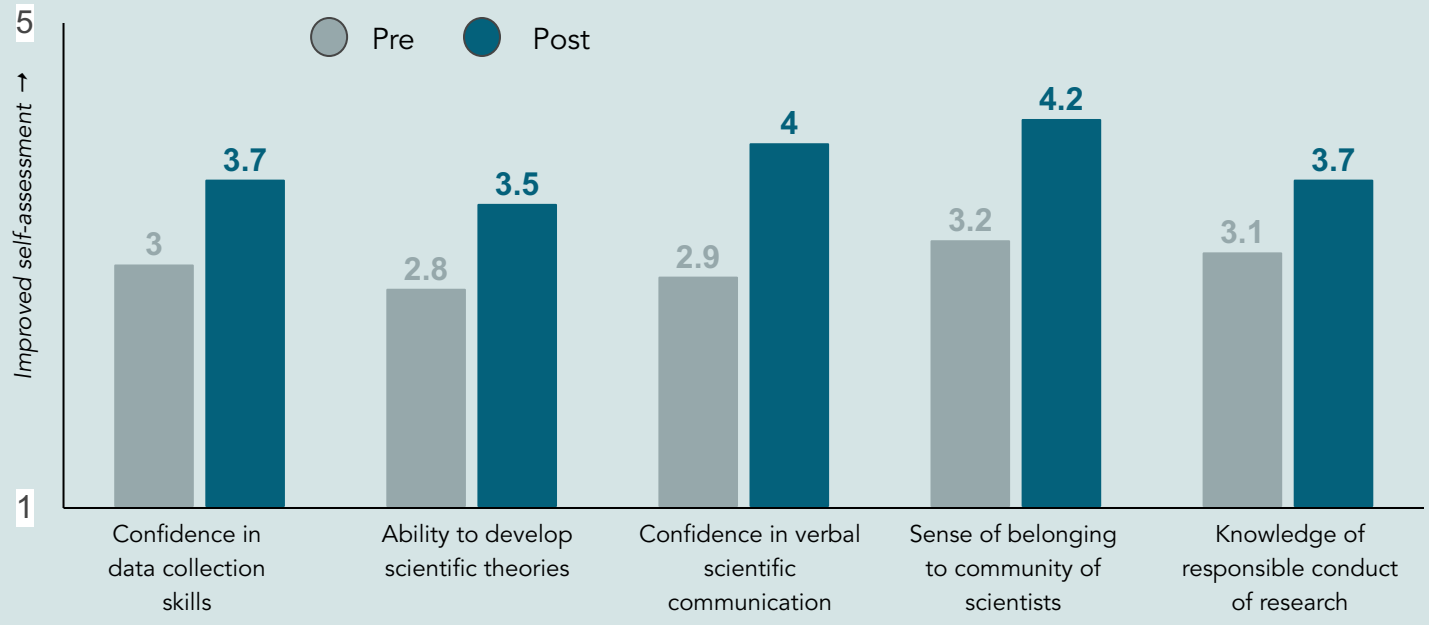
**42%**
first-generation college students

**$80,520**
median household income

**100%**
aimed to pursue a STEM-related degree at a UC or comparable institution

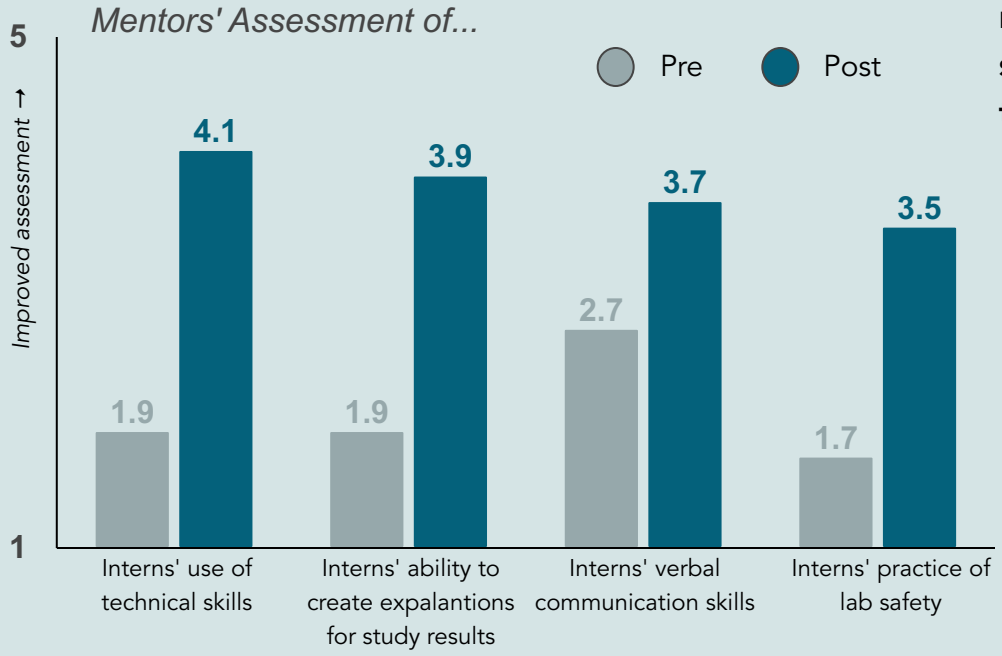
## Effect of the Program

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 disproportionally smaller percentages of employed scientists and engineers than they do of the U.S. 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 – Black, 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.)




Interns increased their knowledge of certain **career readiness** and **graduate school/professional topics**

Interns **increased the average size of their STEM networks** from 17 contacts at the start of the program **to 50 contacts** at the end

# Alumni/ae

**36** alumni/ae completed the PUMAS program between 2017 and 2021, of whom 53% responded to the 2022 follow-up survey.

**95%**
sustained or increased interest in biomedical science

**100%**
intend to pursue STEM-related careers

**95%**
completed, attending, or transferring to 4-year institutions (e.g., UC Berkeley, UC Davis)

**79%**
aspire to advanced degrees (M.S. or higher)

**89%**
of alumni/ae were in contact with PIs and/or mentors 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, virology and data science, 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.

actionable insights

Actionable Insights is a consulting firm that helps organizations discover and act on data-driven insights. Using their expertise in applied research and program evaluation, the firm's partners work with nonprofits and government agencies to measure impact in the areas of health and wellness, housing, STEM education, and youth development.