

***This document contains a selection of efforts and is not a comprehensive list.***

*Last Updated: 6/10/22*

## **AAU Member Involvement in Multi-institutional Efforts**

### ***Programs in undergraduate education with an emphasis on diversity and equity:***

#### American Talent Initiative (ATI)

The American Talent Initiative seeks to substantially expand access and opportunity for talented, low- and moderate-income students at the nation's colleges and universities with the highest graduation rates. ATI represent a diverse set of public and private colleges and universities with high graduation rates. The initiative is funded by Bloomberg Philanthropies and coordinated by the Aspen Institute's College Excellence Program and Ithaka S+R.

- Boston University
- Brown University
- California Institute of Technology
- Case Western Reserve University
- Columbia University
- Cornell University
- Dartmouth College
- Duke University
- Emory University
- Georgia Institute of Technology
- Harvard University
- Indiana University Bloomington
- Johns Hopkins University
- Massachusetts Institute of Technology
- New York University
- Northwestern University
- Princeton University
- Rice University, New Brunswick
- Rutgers University
- Stanford University
- Stony Brook University
- Texas A&M University
- UC Berkeley
- UC Davis
- UC Irvine
- UCLA
- UC San Diego
- UC Santa Barbara
- UC Santa Cruz
- The University of Chicago
- University of Illinois at Urbana-Champaign
- The University of Iowa
- University of Maryland, College Park
- University of Michigan
- University of Minnesota, Twin Cities
- The University of North Carolina at Chapel Hill
- The Ohio State University
- University of Pennsylvania
- University of Pittsburgh
- University of Southern California
- The University of Texas at Austin
- University of Virginia
- University of Washington
- University of Wisconsin-Madison
- Vanderbilt University
- Washington University in St. Louis
- Yale University

#### SEA Change [American Association for the Advancement of Science]

One of the most challenging issues facing higher education today is cultivating diverse campus communities that are truly equitable, accessible, and inclusive. Achieving this goal has proven to be especially difficult in STEMM fields (science, technology, engineering, mathematics, and medicine), where bias, marginalization, and exclusion on the basis of gender (including identity and expression), race, ethnicity, disability status, socioeconomic status, sexual orientation, age, familial history of higher education, as well as the intersections between these identities, have prevented the full engagement of *all* individuals. SEA Change is a comprehensive initiative from AAAS that implements a proven self-assessment process to effect sustainable change with regard to diversity, equity, and inclusion in STEMM at U.S. institutions of higher education.

***This document contains a selection of efforts and is not a comprehensive list.***

*Last Updated: 6/10/22*

- California Institute of Technology
- Rutgers University, New Brunswick
- UC Davis
- UC Irvine
- UC Santa Cruz
- UC Santa Barbara
- UC Berkeley
- UC San Diego
- UCLA
- University of Florida
- University of Illinois at Urbana-Champaign
- The University of Iowa

Driving Change Learning Community [Howard Hughes Medical Institute]

The goal of Driving Change is to effect genuine and lasting culture change on research university campuses so that undergraduate students from all backgrounds, particularly those who belong to historically excluded groups, will excel in STEM and graduate from college well prepared to pursue advanced degrees and eventually assume leadership roles in STEM. This initiative encourages a comprehensive approach to culture change with three interlocking elements: (i) the Driving Change (DC) Learning Community, (ii) institution-centered programming that will significantly increase the inclusivity of the university's STEM learning environment; and (iii) student-centered programs that enable all students to succeed, the university to commit to and value that success, and the faculty to assume responsibility for the success of all students.

- Boston University
- Brandeis University
- Brown University
- Dartmouth College
- The Ohio State University
- Rice University
- Tufts University
- University of Arizona
- UC Davis
- UC Irvine
- UCLA
- University of Utah
- University of Virginia
- Vanderbilt University
- Washington University in St. Louis

Inclusive Excellence 3 Learning Community [Howard Hughes Medical Institute]

The Inclusive Excellence (IE) Initiative began in 2017 with a cohort of 24 universities and colleges (IE1) and added a second cohort of 33 institutions (IE2) in 2018. The HHMI Inclusive Excellence 3 Learning Community (IE3LC) initiative challenges U.S. colleges and universities to substantially and sustainably build their capacity for student belonging, especially for those who have been historically excluded from the sciences. IE3LC is distinct from previous HHMI science education initiatives because it focuses on three targeted challenge areas, begins with a learning phase and, during that phase, learning communities will envision how to move cooperatively into an implementation phase.

*Challenge 1: Teaching Evaluation*

- Georgia Institute of Technology
- Northwestern University
- Pennsylvania State University
- UC Irvine
- University of Maryland, College Park
- The University of North Carolina at Chapel Hill
- University of Oregon
- University of Pennsylvania

*Challenge 2: Curriculum*

- Boston University
- UC Santa Cruz
- The University of Iowa
- University of Kansas
- University of Virginia
- Vanderbilt University

*Challenge 3: Community College Partnerships*

- Michigan State University
- University of Colorado, Boulder

***This document contains a selection of efforts and is not a comprehensive list.***

*Last Updated: 6/10/22*

***Programs in graduate education with an emphasis on diversity and equity, including programs focused on diversifying the faculty:***

[SREB-State Doctoral Scholars Program](#) [Southern Regional Education Board]

More than one-third of America's college students are people of color. But racial and ethnic minorities make up only small fractions of college faculty. Nationwide, about 5 percent of faculty are African-American, about 3 percent are Hispanic and about 1 percent are Native American. *The SREB-State Doctoral Scholars Program is working to increase faculty diversity.*

- Georgia Institute of Technology
- Indiana University Bloomington
- Purdue University
- Tulane University
- University of Maryland, College Park
- University of Missouri
- University of Virginia

[Aspire: The National Alliance for Inclusive and Diverse STEM Faculty](#) (Aspire Alliance) [NSF INCLUDES]

APLU and the Center for the Integration of Research, Teaching, and Learning (CIRTL) are leading the Aspire Alliance—a 5-year, \$10 million NSF-funded effort to diversify STEM faculty and promote more inclusive teaching practices. The ultimate goal is to attract more underrepresented students—women, members of minority racial and ethnic groups, persons with disabilities, and those from low socioeconomic backgrounds—into STEM college programs, assist them to stay in these programs, and help them graduate and succeed in a modern STEM workforce. The Aspire: The National Alliance for Inclusive & Diverse STEM Faculty believes a more diverse faculty using inclusive teaching practices is key to achieving a more diverse STEM student body.

- The Ohio State University
- Pennsylvania State University
- UC Davis
- UC Irvine
- UCLA
- UC Santa Barbara
- University of Florida
- University of Illinois at Urbana-Champaign
- University of Maryland, College Park
- University of Minnesota, Twin Cities
- University of Missouri
- University of Oregon
- University of Pittsburgh
- University of Texas at Austin
- University of Wisconsin-Madison

[California Consortium for Inclusive Doctoral Education](#) (C-CIDE) [NSF IGE] [Alfred P. Sloan Foundation]

The Consortium for Equity in Graduate Education (new name with scaling up efforts) is a network of faculty and administrators across doctoral-granting universities that aims to diversify the demographic composition of STEM graduate programs and the scientific workforce. C-CIDE is led by scholars at the University of Southern California and Rochester Institute of Technology.

- UC Berkeley
- UC Davis
- UC Irvine
- UC San Diego
- UC Santa Barbara
- University of Southern California
- Boston University
- Columbia University
- Cornell University
- Northwestern University
- University of Rochester

***This document contains a selection of efforts and is not a comprehensive list.***

Last Updated: 6/10/22

[Faculty Advancement Network \(FAN\)](#) [The Ivy+]

The Faculty Advancement Network (FAN) is a new consortium of national research universities collaborating to advance diversity and inclusion in the American professoriate. We are leaders in faculty affairs, advancement, development, diversity, and inclusion across twelve institutions who agree: realizing a diverse and inclusive professoriate is a systemic challenge that demands cooperative solutions. We are working across “silos” to identify collaborations of consequence that reimagine the norms, structures, policies, and programs that shape university cultures and the academic workforce.

- Brown University
- Columbia University
- Cornell University
- Dartmouth College
- Duke University
- Harvard University
- Massachusetts Institute of Technology
- Princeton University
- Stanford University
- The University of Chicago
- University of Pennsylvania
- Yale University

[University Centers of Exemplary Mentoring \(UCEM\)](#) [Alfred P. Sloan Foundation]

The University Centers for Exemplary Mentoring (UCEM) theory of change posits that through financial support, strong mentoring, supportive community, and institutional commitment, doctoral students in STEM can thrive and institutions can change the way they attract, receive, and educate Black, Indigenous, and Latina/o students. The Foundation currently supports eight University Centers of Exemplary Mentoring at the following institutions. The Foundation is not seeking further UCEM partners at this time.

- Cornell University
- Duke University
- Georgia Institute of Technology
- University of Illinois at Urbana-Champaign
- Massachusetts Institute of Technology
- Pennsylvania State University
- UC San Diego

[Sloan Indigenous Graduate Partnership \(SIGP\)](#) [Alfred P. Sloan Foundation]

To strengthen and expand university initiatives to recruit, train, and graduate American Indian and Alaska Native students in STEM graduate programs.

- The University of Arizona
- Purdue University

[Creating Equitable Pathways to STEM Graduate Education](#) [Alfred P. Sloan Foundation]

The DEI in STEM Higher Education Program at the Alfred P. Sloan Foundation is seeking to invest in Minority Serving Institutions (MSIs) and in the establishment of partnerships between MSIs and graduate programs at other colleges and universities. The Foundation’s *Equity-Minded Pathways to STEM Graduate Education* program will support institutional pathways from MSIs to master’s and doctoral degree programs in astronomy, biology, chemistry, computer science, data science, Earth sciences, economics, engineering, marine science, mathematics, physics, and statistics. Our intent is to create and strengthen diverse, inclusive, and equitable pathways to and through STEM graduate education with the recognition that student pathways are too often disrupted by systemic racism, discrimination, and bias through prevailing institutional and departmental policy and practice. We acknowledge that some innovative work is already underway across the country, but much more work needs to be done.

***This document contains a selection of efforts and is not a comprehensive list.***

*Last Updated: 6/10/22*

Planning Grantees:

- Stony Brook University with Lehman College
- University of Maryland, College Park with University of Maryland Eastern Shore & Bowie State University
- Texas A&M University with Prairie View A&M University

Seed Grantees:

- Brandeis University with Hampton University
- Columbia University with Tuskegee University
- University of North Carolina at Chapel Hill with North Carolina Central University
- Johns Hopkins University with Trinity Washington University
- University of Buffalo with University of Puerto Rico at Cayey
- Rutgers University-New Brunswick with Rutgers University-Newark

Implementation Grantees:

- University of Wisconsin-Madison with 14 partner MSIs
- Georgia Institute of Technology, University of Minnesota, University of Michigan, and Purdue University with Georgia State University, and Arizona State University
- Michigan State University with Spelman College

Alliance of Hispanic Serving Research Universities (HRSU)

A foundation of 20 of the nation's top research universities formed in 2022 that are partnering to achieve two key goals by 2030: (1) double the number of enrolled Hispanic doctoral students, and (2) increase by 20% the Hispanic professoriate in alliance universities.

- The University of Arizona
- The University of Texas at Austin
- University of California, Irvine
- University of California, Santa Barbara
- University of California, Santa Cruz