**Recruitment and Retention Programs to Enhance Diversity**

The University of Oregonstrives to promote an inclusive environment for all students by using multi-pronged approaches to address the access and success of students from underserved populations.

**Undergraduate Programming**

The University of Oregon facilitates several pipeline programs targeting baccalaureate students, including:

1. [IMPACT](https://calendar.uoregon.edu/group/impact) (Intercultural Mentoring Program Advancing Community Ties) is a network of students, faculty, and staff that understand the importance of community and its contribution to success among new students of color. Through this program first-year, first-generation students of color are supported with transition to life as a Duck through peer-to-peer mentorship, access to academic and social resources, and advocates supporting the needs of the participants.
2. [Pathway Oregon](https://pathwayoregon.uoregon.edu/) is funded by a combination of state, federal, and donor dollars, and provides academically qualified, Pell-eligible Oregonians tuition and fees coverage. The program also supports students’ needs to succeed, including advising, targeted orientation, mentoring, academic support, and workshops on scholarships, study abroad, and career planning.
3. [TRIO Student Support Services](https://triosss.uoregon.edu/) helps undergraduates meet the rigors of higher education and graduate from UO. The program is designed for students whose socioeconomic backgrounds, educational records, and personal situations suggest they may experience challenges at the UO that could be alleviated with use of resources offered by Student Support Services. The resources include academic advising, workshops, tutoring, mentoring, and financial assistance.
4. [Global Education Oregon Scholarship for First Generation College Students](https://geo.uoregon.edu/scholarships/financial-need/geo-scholarship-for-first-generation-college-students) provides $1,000 to $3,000 helps students from this population who aspire to study abroad.

**Graduate Recruitment and Retention Programs**

To address the student access, the Graduate School provides the following resources:

* Hosts campus visits to NSF-funded McNair Scholars from Oregon, Washington and Idaho who are preparing for careers as STEM educators
* Shares the national list of McNair Scholars and National Name Exchange students with appropriate academic departments to support their goals to recruit underrepresented students with high academic promise
* Recruits potential students at conferences such as Black Doctoral Network National, ABRCMS, SACNAS and Regional conferences
* Works with student organizations (see below) to support their efforts for community building and student success
* Recruits potential graduate students through the [Summer Program for Undergraduate Research (SPUR](https://blogs.uoregon.edu/spur/)). SPUR provides fellowship opportunities for undergraduate students to participate in research in Life Sciences laboratories at UO during the summer.

**Programs for Trainees from Underrepresented Backgrounds**

**Division of Student Life:** The Division of Student Life works to foster unique communities on campus that help make the UO an inclusive and engaging environment. [Intercultural Mentoring Program Advancing Community Ties](https://dos.uoregon.edu/multicultural) (IMPACT) is a network of students, faculty, staff that understand the importance of community and its contribution to success among first-year students of color. Through this program first-year, first-generation students of color are supported with transition to life as a Duck through peer-to-peer mentorship, access to academic and social resources, and advocates supporting the needs of the participants. The Division of Student Life is also home to [Nontraditional Student Programs](https://dos.uoregon.edu/nontrad), [Veteran Programs](https://dos.uoregon.edu/veterans), the [Lesbian, Gay, Bisexual, Transgender Education and Support Services Program](https://dos.uoregon.edu/lgbt), and [Diversity Education and Support](https://dos.uoregon.edu/multicultural) programs—all part of the Office of the Dean of Students.

[**Creating Connections**](https://inclusion.uoregon.edu/creating-connections)**:** Creating Connections serves underrepresented graduate students by building a supportive social network that helps them thrive personally and academically. Creating Connections is where underrepresented graduate student groups can connect, engage, and partner to serve otherwise unmet needs through social gatherings and community building activities that celebrate diversity and embrace inclusion.

[**Center for Multicultural Academic Excellence (CMAE):**](https://inclusion.uoregon.edu/center-multicultural-academic-excellence-cmae)The Center for Multicultural Academic Excellence (CMAE) is aimed at promoting student retention and persistence for historically underrepresented and underserved populations. Services offered include advising, specialized courses, tutors, and a textbook lending program. This initiative is designed to help offset academic expenses by offering textbooks on loan for students who are low-income and/or first-generation students from underrepresented backgrounds. Other programs in CMAE include the Scholars Program, a New Student Fall Retreat, and two bridge programs.

**Student Organizations to Support Diverse Communities in STEM:** The University of Oregon boats several groups designed to support and build community among graduate trainees from diverse backgrounds, including the following:

* [Community of Minorities in STEM (CMiS)](https://pages.uoregon.edu/cmis/index.html)
* [Women in Graduate Science](https://blogs.uoregon.edu/uowgs/)
* [Womxn in Neuroscience](https://blogs.uoregon.edu/womxninneuroscience/)
* [Women in Physics](https://blogs.uoregon.edu/uowomeninphysics/)

**Scholarships and Funding**

[**Graduate Student Assistant Fund**](https://gradschool.uoregon.edu/funding/special-assistance-funds/assistance-fund)**:** This program is designed to assist UO graduate students facing immediate and significant financial hardship related to a qualifying event which cannot be met through existing household financial resources. Qualifying events include a new child, a medical issue, or childcare expenses, and range in amount based on the event. The program is overseen by The Fund Advisory Committee, convened by the dean of the Graduate School.

[**Jesse M. Bell Graduate Loan and Fund**](https://gradschool.uoregon.edu/funding/special-assistance-funds/bell-loans): This fund has two programs that provide a short-term loan and is available to graduate students of high academic standing to be used in the pursuit of their graduate studies at UO. The Bell loans for all graduate students can be made up to a maximum of $500. There are also loans are available to graduate employees (GEs) who anticipate that their paycheck will not be processed by the last day of that month, with a loan amount not to exceed $1000.

[**Diversity Excellence Scholarship (DES)**](https://financialaid.uoregon.edu/diversity_excellence_scholarship)**:** This scholarship pays tuition fellowships for graduate and undergraduate students who bring economic, language, racial, ethnic, and gender diversity to the UO. The program recognizes students for their educational achievements and contribution to diversity and inclusion on campus and in their communities. The scholarship is an integral part of the university’s inclusion and diversity mission. Awardees receive tuition-remission with awards ranging from partial to full tuition and fee awards. Both incoming undergraduate, graduate, transfer, and law students are eligible to apply.

[**Robert J. Erickson Kaiser Permanente Scholarship**](https://inclusion.uoregon.edu/erickson)**:** The Erickson Scholarship is intended to support higher education among undergraduate students of color who are underrepresented in the college system. Each year, the student receives funding to help to cover tuition, room, board, and academic expenses. The scholarship, which is worth $3000 annually, is renewable for up to four years provided the recipient continues to meet its criteria. The recipient will be required to work with the University's Center for Multicultural Academic Excellence for academic advising and support.

[**Pathway Oregon**](https://pathway.uoregon.edu/)**:** This initiative is funded by a combination of state, federal, and donor dollars, and provides academically qualified, Pell-eligible Oregonians tuition and fees coverage. The program also provides supports student need to succeed, including advising, targeted orientation, mentoring, academic support, and workshops on scholarships, study abroad, and career planning.

[**UO Global Education Oregon, Division of Global Engagement, Scholarship for First Generation College Students**](https://geo.uoregon.edu/scholarships/financial-need/geo-scholarship-for-first-generation-college-students)**:** In an effort to expand access to education abroad, the Division of Global Engagement created the Scholarship for First Generation College Students. This is a planning scholarship for UO students whose parents/legal guardians did not complete a 4-year college bachelor’s degree. As a planning scholarship, recipients can use the award to study abroad on a UO-sponsored study abroad program at any time during their college career at the UO. A number of $1,000-$3,000 scholarships are awarded each year to help support first-generation college students who aspire to study abroad.

**Retention and Community Building Activities**

To address student success and emotional well-being, the Graduate School offers, on an annual basis, a weekly interactive Diversity and Inclusion [Core Skills](https://gradschool.uoregon.edu/core-skills-workshops) workshop on resilience building and self-empowerment that focuses on imposter syndrome, hidden curriculum, stereotype threat, and micro-aggressions. Other Core Skills workshops cover topics on career, teaching, health and wellness, communication and research.

The Division of Student Life is home to groups that serving a diverse set of undergraduate and graduate students including: [Black Cultural Center](https://dos.uoregon.edu/bcc), [Nontraditional Student Programs](https://dos.uoregon.edu/nontrad), [Veteran Programs](https://dos.uoregon.edu/veterans), the [Lesbian, Gay, Bisexual, Transgender Education and Support Services Program](https://dos.uoregon.edu/lgbt), and both a [Men’s](https://dos.uoregon.edu/men) and [Women’s](https://dos.uoregon.edu/women) centers.

[**Students of Color Opportunities in Research Enrichment**](http://uoscore.org/)**:** SCORE (Students of Color Opportunities in Research Enrichment) is academically based, hands-on research class designed for students who are underrepresented in the Life Sciences. The program consists of weekly workshops designed to teach students basic laboratory techniques and professional development skills. The primary goal of the program is to enable each student to gain confidence with a scientific skillset which will lead to undergraduate research and professional development opportunities.

[**The North Star Projec**t](https://northstar.uoregon.edu/): This project supports a community of undergraduate students, graduate students, and physical science faculty at the University of Oregon. This program aims to strengthen the physical sciences and STEM (science, technology, engineering, and mathematics) by creating learning environments and a culture that attracts and retains inspired, enthusiastic, and talented students from diverse backgrounds.  The North Star approach includes a two-week [summer program](https://northstar.uoregon.edu/courses-and-programs/summer-program/) for incoming undergraduates, [mentoring](https://northstar.uoregon.edu/courses-and-programs/mentorship-program/), [a research lecture series](https://northstar.uoregon.edu/courses-and-programs/lecture-series/), office hours, research fellowships, and social activities.

**High-School Outreach**

Targeting high school students is also vital to diversifying our campus. As such, the [UO Connections Program](https://visit.uoregon.edu/connections) is a half-day college advocacy program designed for first-generation, ethnically diverse, or economically disadvantaged high-school students in ninth through twelfth grades. This program provides valuable college preparation information to potential students. The [Oregon Young Scholars program](https://inclusion.uoregon.edu/pipelineprograms) offers high school students a chance to experience college life first-hand. The program focuses on providing this opportunity to students of color, students from homes with limited incomes, and students who are the first in their families to be college-bound. Reach for Success is a visitation program for 7th and 8th grade students from underrepresented groups. This provides students with an opportunity to experience campus, campus resources, workshops, and interactions with students, faculty and staff.