

Launching the HBCU Mid-Atlantic PSM Alliance

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Culminating a year-long Sloan-supported planning phase initiated by four historically black institutions in the National Capital area, the system-like Historically Black College and University (HBCU) Mid-Atlantic Professional Science Master's (PSM) Alliance (HBCU Mid-Atlantic PSM Alliance) officially came into existence on July 10, 2009. The Alliance formed with eight charter-member HBCUs and one Associate member in Delaware, Maryland, Virginia, and the District of Columbia. The Alliance's purpose is to develop and coordinate new PSM degree programs that serve the needs of diverse Mid-Atlantic regional employers and enroll significant numbers of African American and other underrepresented minority students.

During the planning phase workshops were held; a market survey was initiated; the Alliance Memorandum of Understanding was drafted and approved by the presidents of the nine charter institutions; priority PSM tracks were identified by campuses; and coordination approaches were explored to enable seamless cross enrollments, sharing of 'plus' courses, and other synergies. The nascent Alliance benefited significantly from

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Member Institution	Location	Legacy PSM Operations	Plus & Capstone Base
Brown University	Providence, RI	Information Technology	Math, Health
Drexel University	Philadelphia, PA	Information Technology	Math, Health
Morgan State University	Baltimore, MD	App. Measurement Science	Math, Health, Biological/Environmental
North Carolina Central University	Raleigh, NC	Information Technology	Math, Health, Biological/Environmental
University of the District of Columbia	Washington, DC	Health Resources Mgt.	Math, Health, Law
University of Maryland Eastern Shore	Parkersville, MD	Pharmaceutical Science	Organic/Biochem
Virginia State University	Blacksburg, VA	Pharmaceutical Science	Organic/Biochem
American University	Washington, DC	Leadership	Math, Health, Law, Public Policy, Law

Why Launch This Alliance?

- Not every Historically Black College or University (HBCU) is among the institutions of higher education offering Professional Science Master's degrees.
- Fewer than 10% of PSM students and graduates nationwide are under-represented minorities, yet employers seek racial/ethnic diversity in their workforces.
- The Mid-Atlantic/National-Capital region is extraordinarily rich in STEM-intensive employers: government, industry, non-profits and NGOs.
- Financial assistance for PSM program implementation targets systems not individual campuses, and Sloan helps raise institutional priority for new programs.
- Potential for synergies, economies, and efficiencies in serving employers and students

Build on HBCUs' Phenomenal Record in STEM Education*

- 12% of AA undergraduates
- 21% of AA baccalaureate degrees
- About HALF of the national cohort of AA BS graduates in some STEM fields.
- Baccalaureate institution for 33% of AA Ph.D. recipients
- Enroll ~16 AA grad students and award ~17 AA doctorates

* NSF 08-305 (2008) & Burrell & Rapoport, NSF 08-219 (2008). Data for 2005.

Approach and Progress

- 6/09 Formed core planning and organizing team
- 6/09 Obtained planning grant from Alfred P. Sloan Foundation
- 12/09 Invited all eligible institutions to planning workshop, held at CGS 2009 Fall meeting
 - Unanimous enthusiasm
- 3/09 PSM program planning & coordination workshop held for faculty & administrators
- 7/09 Alliance established, with MOU signed by Presidents of eight charter institutions
- 8/09 Implementation proposal submitted to Sloan Foundation
- 10/09 Sloan Board approves implementation funding

Next Steps

- Unveil Alliance Web site: www.hbcu-psm-alliance.org
- Complete market survey of regional employers and prospective students
- Establish inter-institutional procedures
- Develop & implement 16 new, coordinated PSM programs over 3 years; at least 8 by Fall 2010
- Evaluate & disseminate performance, synergies, & outcomes

Principles

- We share a strong commitment to diversity and to increasing substantially the number and proportion of students from traditionally underrepresented demographics served by our PSM programs.
- The PSM programs will be designed and developed with significant employer engagement in planning and assessment.
- The home institution makes admissions decisions and sets and controls the degree requirements for its students.
- Students admitted to PSM programs at any Alliance institution are eligible to enroll in PSM courses offered at any other Alliance institution.
- The Alliance seeks and other institutional procedures and processes that affect students must be seamless and transparent to students to the maximum extent allowed by law and regulation.
- Member institutions commit to good faith cooperation to develop and offer complementary PSM programs and courses.

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consultation with the growing national PSM community throughout the process. The Alliance goals are to complete the market survey during the coming year, launch at least 16 new PSM programs over the next 3 years at the member HBCUs, establish the Alliance to be sustainable, and evaluate the effort both formatively and summatively. The maturation of the HBCU Mid-Atlantic PSM Alliance and the rich variety of new PSMs developed could bring important assets to the "national table." First, the Alliance would serve the remarkable number and variety of employer organizations located in the National Capital

region, and which are seeking a diverse, highly qualified workforce. These organizations include private businesses, government agencies, major scientific research centers, international entities and multinational corporations, and many non-governmental organizations. Second, the Alliance brings together several institutions of higher education, collectively strong graduate programs in the full range of scientific subjects, along with demonstrated success in educating minority students in science, technology, engineering and mathematics, the so-called "STEM." Third, the opportunities are significant to develop synergies that benefit employers and Alliance members, and prepare students for rewarding career paths. Fourth, the potential exists to pilot a graduate "consortium" model of national importance, that could lead to the creation of other regional consortia, and accelerate the development and implementation of PSM programs that graduate individuals with skills that are in demand "to manage science-based programs and spur innovation" needed to keep government, business, and nonprofit employers in America globally competitive. This poster will describe the Alliance, its formation, and provide a status update through fall 2009.