Recruitment Pipeline: An Overview of a Scholar Prep Program
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Overview
- MU McNair
- Discover Program
- Targeting
- Activities
  - Research Focused
  - Post-Bacc Focused
  - Academic Success
- McNair Day
- Outcomes
- Challenges

MU McNair Scholars Program
- 4-year R1 Doctoral University (AAU)
- Most research during academic year
- 60 hours
  - Can become a continuing scholar
- Original 14 programs created in 1989
- To date: 162 doctoral degrees (104 currently in post-bacc)
Discover Program

• Enter as Freshmen or Sophomores
• Goal is increased knowledge on research and benefits of pursuing an advanced degree
• Small application process for program
• Monthly meetings and individual meetings with graduate student

Targeting

• List from Registrar
• Other groups
  • Student Groups (NSBE, Mizzou Black Men’s Initiative)
  • Academic Advisors
  • Retention Programs (Center for Academic Success)
  • Scholarship Recipients (KC Scholars, Brooks, TRIO SSS)
• Within parameters of McNair Eligibility
• Other Pipelines

Activities
Activities

Post-Bac Focused
Academic Success

Research Focused

• What is Research?
  • Panel discussing what they research and how they got interested in it

• Graduate Student Mentoring
  • Team up with Graduate Student group to work with small group of students

• Summer Research Programs Information
  • Connection with OUGR and poster sessions

Post-bacc focused

• Opportunities with a PhD
• What a faculty member does (Individual meetings)
• Becoming a faculty member
• Preparing for Graduate School
  • Preparing for Professional School


**Academic Success Activities**

- Networking Workshop
- Time Management
- Fellowships
- Financial Literacy
  - Game of Life

**McNair Day**

- Celebration of Ronald McNair’s Life/Legacy
- Current McNair Scholars Invited to it as well
- Formal setting
- Panelist
  - Past McNair Scholars in various stages of GS
  - Both Mizzou and other schools
  - Discussing conference, mentor relationship, doors opened, expectations
- Guest Speaker

**Outcomes**

- Better Prepared for McNair Application
- Considered different aspects of why graduate school
- Already targeting or have some relationship with potential mentor
- Easily target group to provide resources
  - Wellness, professional, scholarship, fellowship office
Challenges

- Attendance (self-select out)
- Monthly meetings
- Staff time (given to Graduate Student)
- Budget constraints
- Representation
- Keeping it different if did Discover as Freshman

Discussion

- What should be added?
- What are you doing to target freshmen or sophomores?
- How to keep non-McNair selected students engaged?