



IGEN

Inclusive Graduate Education Network

an NSF INCLUDES Alliance



"The program itself is great! The professors are great and are always available to help. I have learned a lot in this program and I feel more prepared and confident."

- Current Student in Bridge Program

In 2022/2023

- 75 students were accepted into IGEN-associated Bridge Programs in the 2023 recruiting cycle, bringing the total number of graduate students placed to 379.
- Nearly 80% of students agreed that they can accomplish their academic goals in their program, and 75% indicated they are making adequate progress.
- 75% of former students agreed their Bridge Program provided them with the adequate resources to succeed.
- IGEN is projected to help close the gap between bachelor's degrees earned by UREM students and graduate degrees earned by UREM students by 19 percent for chemistry students, 78 percent for geoscience students, and 44 percent for physics students in graduate programs.



"I am very grateful to the Bridge Program for helping connect me with my ideal mentor, it has truly been the best-case scenario."

- Current Student in Bridge Program

Since Inception of IGEN

- IGEN-associated Bridge Programs have a 94% retention rate among students in the first 4 cohorts.
- Since the inception of IGEN, the IP Hub engaged over 2,500 workshop participants in more than 18 different academic fields to develop their capacity to implement inclusive practices in graduate education.
- IGEN developed partnerships with 15 national laboratories, and CIMER supported leaders within National Laboratories to help improve the quality of mentoring that postdoctoral scholars receive.



"It was difficult. But going through that process absolutely prepared me to do well in the doctorate program. It provided me with the bridge I needed to cross before entering the doctorate program."

- Former Student in Bridge Program

IGEN Response to Student Feedback

- In 2022, students expressed frustration about roles in Bridge Programs, which they described as ambiguous. As a result, IGEN leadership is creating a Student Handbook, which will clarify expectations across Bridge Programs.
- Students requested additional funding to attend conferences and academic meetings. As a result, IGEN leaders created IGEN Travel Grants, which are disbursed to students quarterly.
- Members of the IGEN Evaluation Committee voiced concerns about the use of the term Bridge Student, which they said contributes to feelings of being an other, and heightened levels of imposter syndrome. As a result, IGEN leadership removed the term from all communications and recommended that Bridge Partners and Sites use different terminology.

