

# Process Model for the McNair Project of Eastern Washington University

## Goal: To Provide Underrepresented College Students with Effective Preparation for Doctoral Study

With...	We Can...	Resulting in...	Leading to...
<p>First generation, low-income, underrepresented undergraduates</p> <p>Federal Funding</p> <p>Community, Work, and Zoom Space for Scholars</p> <p>EWU Institutional Commitments</p> <p>Full-Time Project Staff</p> <p>Graduate Student Assistants</p> <p>Project Faculty Mentors</p> <p>EWU Research Partnerships and Internships</p> <p>Collaboration with EWU Colleges and Departments</p> <p>National and Regional McNair Community, COE, NAEOP, Other Professional Resources</p> <p>Anti-Racism, Diversity, Equity, and Inclusion Training and Resources</p> <p>EWU McNair Alumni Network</p>	<p>Recruit motivated and talented first generation, low-income, and underrepresented undergraduates</p> <p>Facilitate a thorough application and selection process</p> <p>Lead the following rigorous and supportive courses to develop Scholars' skills, confidence, and access to cultural capital:</p> <p><i>Winter:</i> Developing a Scholarly Identity – community building, accessing tutoring and campus services, what is research, and addressing barriers/imposter syndrome</p> <p><i>Spring:</i> Research Methods – research readings, methods, and analytical writing</p> <p><i>Summer Research Internship:</i> Faculty mentorship, research experience, graduate program advising, personal/academic statement writing, GRE preparation and strategies, research poster and publication development, research presentations</p> <p><i>Fall:</i> Applying to Graduate School – graduate application advising and mutual support</p> <p>Assist students one-on-one with graduate school applications</p> <p>Provide academic advising</p> <p>Facilitate conference presentation workshops and Scholars' participation in academic conferences</p> <p>Coach students in interviewing, interpersonal communication, networking, and collaboration skills</p> <p>Share financial aid and financial literacy information</p> <p>Conduct seminars and workshops on transitioning to and succeeding in graduate school</p> <p>Celebrate and recognize student achievement</p> <p>Enact culturally competent and equity conscious services and support</p>	<p>Support for 29 Scholars each year</p> <p>Cohorts of 10-15 talented and motivated students who could most benefit from McNair each year</p> <p>Mutually supportive scholars who share resources, provide encouragement, and celebrate successes</p> <p>A sense of belonging and increased confidence within academia</p> <p>Quarterly opportunities for research and/or scholarly activities</p> <p>90% of Scholars participate in each of the McNair Courses</p> <p>100% of Scholars who take the GRE will attain scores strong enough for graduate admission</p> <p>100% of Scholars will attend research courses, events, and workshops</p> <p>85% of Scholars will complete a Summer Research Internship</p> <p>80% of Scholars will receive one or more tutoring services</p> <p>85% of Scholars will achieve or maintain a 3.0 GPA by Fall Quarter of their graduating year</p> <p>80% of Scholars will apply to 2 or more graduate programs</p> <p>95% of Scholars will rate the majority of the Project's activities and services positively in end of course and end of program surveys</p> <p>90% of Scholars will present at one or more research seminar, conference, or symposium</p>	<p>85% of McNair Program Participants served during the Project Year will have completed appropriate research or scholarly activities during the McNair program academic year.</p> <p>Over 70% of McNair Program bachelor's degree recipients (or equivalent) will be accepted and enrolled in a post baccalaureate program of study by the fall term of the academic year immediately following the completion of the bachelor's degree (or equivalent).</p> <p>60% of first year graduate students will continue to be enrolled in graduate school at the beginning of the fall term of the next academic year.</p> <p>10% of McNair Program Participants served will attain a doctoral degree within ten (10) years of the attainment of the bachelor's degree.</p>

*Assumptions:* Undergraduate and graduate institutions were not designed for first generation, low-income, and underrepresented students and, intentionally or unintentionally, continue patterns of racism and classism at the individual and systemic level. This results in a lack of access, support, cultural capital, and the experience of imposter syndrome (the belief that they do not belong in higher education) for these students. First generation, low-income, and underrepresented students also often experience additional factors that can make succeeding in school and preparing for graduate school difficult such as working while in school, supporting their families, trauma, financial stress, and mental health challenges. Further, their families and communities may lack knowledge for how to succeed in graduate school. The McNair Project enables students to gain cultural capital, feel supported as they learn how to prepare for graduate school, relieves some financial barriers to allow for stronger engagement in research and graduate school applications, reduces their level of intimidation, and increases their sense of belonging and self-efficacy.

*External Factors:* Reduced federal and state funding to universities could impact the success of project due to a reduction in university staff and services. Economic downturn that affects students and their families may result in eligible students leaving college before earning a degree or Scholars experiencing additional stressors such as homelessness, lack of food, inadequate medical care. The lingering effects of COVID may lead to increased mental health challenges, trauma, grief, and/or increased family responsibilities which could impede Scholars' progress towards and success in graduate school. Ongoing racism, classism, and other forms of oppression and potential political shifts and rhetoric that fuel bigotry could increase stress and anxiety and/or deter Scholars from pursuing their goals.