

**Profile of
Department of Chemistry
University of Wisconsin–Madison
2020 Regents Diversity Award Program Recipient**

Highlights from nomination materials:

- The Department of Chemistry is supporting diversity and enhancing recruitment and retention of underrepresented minority and first-generation students through the following complementary initiatives designed to increase representation within its large graduate program:
 - The Research Experiences for Undergraduates program, which began in 2010, creates a pipeline for students to experience summer research in a top-10-ranked chemistry department. Open to all undergraduates seeking summer research experience, this program successfully attracts a high proportion of underrepresented minority students to Madison for the summer. A higher proportion of these students choose to apply to and matriculate from UW-Madison graduate programs, including the Department of Chemistry.
 - Chemistry Opportunities (CHOPS), a program designed to expose students who might not otherwise learn about graduate training to the opportunities offered by a top research university, has increased the number of students from underserved populations that eventually pursue a Chemistry Ph.D.
 - The Catalyst program, which provides mentoring and support to students, is designed to enhance the success of underrepresented minority and first-generation students in persisting and completing a chemistry Ph.D.
- The success of these initiatives led directly to the Department of Chemistry landing support through the American Chemical Society for the first Chemistry Bridge to the Doctorate program.
- The Department of Chemistry has shown a strong ability to support these programs financially through grants and departmental resources. The department recognizes that to create stable, long-lasting, effective recruiting and retention programs, constant monitoring and adjustment is essential.
- Accountability is ensured through statistics, surveys, and external advisory boards. To date, the department has seen steady improvement in the numbers of underrepresented students in its graduate program and in the success of those students in earning a Ph.D.
- While housed in the Department of Chemistry, these initiatives are producing a lasting impact throughout the greater UW-Madison community and beyond.

In the words of colleagues:

- “Consistent with UW-Madison’s commitment to recruit, retain and graduate a diverse student body, the Department of Chemistry embraced their role in supporting diversity by creating highly effective initiatives to increase representation within their large graduate program.” —*Gloria Mari Beffa, Professor of Mathematics, Associate Dean for the Natural, Physical and Mathematical Sciences, Colleges of Letters and Science, UW-Madison*
- “The development and success of these programs would not have been possible without the exceptional effort and creativity of our outstanding faculty and staff.” —*Judith N. Burstyn, Irving Shain Chair of Chemistry, UW-Madison*
- “The enormous success of Catalyst provides a strong foundation for improving departmental climate for our students and for helping all students successfully navigate the world of academic chemistry.” —*Eric M. Wilcots, Interim Dean, College of Letters and Science, Mary C. Jacoby Professor of Astronomy, UW-Madison*