



Facilitating leadership development among participants in underrepresented minority programs: MS PHD'S Case Study

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MS PHD'S Background

- Launched in 2003, the MS PHD'S program is supported by NASA and NSF
- MS PHD'S is now partnered with more than a dozen organizations to facilitate student professional development and science exposure opportunities
- In 2003 the program had three leaders and 5 minority mentors



- The program was created to feed the Geoscience pipeline with talent students which dream to reach a higher degree.
- Leadership development is crucial to reach the goal of succeeding in graduate school.
- Today a total of 125 student have participated of the program
 - 75 have completed the program.
 - 8 have received PhD's



First development phase

- In 2004 participants from the Pilot Project that completed their PhD degree were integrated to the program as Program Mentors
- Through the years the same pattern has been followed and today we have _____ mentors that started in the program as participants.



Dream Team creation

- The Dream Team is a group of students that facilitates the coordination and organization of the program Phases.
- Member of the Team are assign to program mentor and he/she assist during the mentoring process.



Dream Team

- Having the Dream Team is beneficial on both ends
- New students can relate to peers that already participated in the program
 - Team participants develop leadership skills by assisting to improve group dynamics



Current Organization of the MS PHD'S Program

- Professional and leadership development among participants allow us to count with a program created by minorities and currently managed by minorities.
- Now we have three former members of the dream team that have become program coordinators
- Two of the five Program Mentors are former students and one of them was member of the Dream Team



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