

Ithier-Guzman, W., Holloman, E., George, C. Bailey, K., Powell, J., Crumsey, J., White, J., Escalera, J., Johnson, A., Pyrtle, A. and Williamson-Whitney, V. (2006) Seeing beyond the pipeline: MSPHD'S a growing experience. Eos Trans. AGU, 87(52), Fall Meet. Suppl., Abstract ED33C-06

Minority participation in the science, technology, engineering and mathematics (STEM) fields are still vastly underrepresented after almost four decades of conception and implementation of numerous diversity programs nationwide. These initiatives focuses on research experiences that combine field-based activities, scientific inquiry, and data collection. Earth science, diversity programs have created a myriad of best practices and spent millions of federal and state dollars however; minority membership with in this field is still not reflective the national population. Conventional best practices often facilitate a student's pursuit for an Earth system science degree. Nevertheless, upon graduation, the reality of establishing a successful professional career presents a plethora of new obstacles. Obstacles frequently augment the leakiness of the well known "pipeline" intended to increase diversity in the field. The Minority Students Pursuing Higher Degrees of Success in Earth System Science (MS PHD'S in Earth System Science) Initiative was established by and for underrepresented minorities with the overall goal of facilitating activities that enable participants to achieve outstanding careers across Earth science and engineering disciplines. This initiative has created innovative approaches in addressing the problems of under- representation by focusing on what happens after the "pipeline". Ultimately, MS PHD'S strives to retain and connect multicultural beyond the "pipeline" by creating professional networks. MSPHD'S successful results include the successful graduation from their doctoral program of more than 5 students and 3 successfully finish their masters programs in the STEM field.