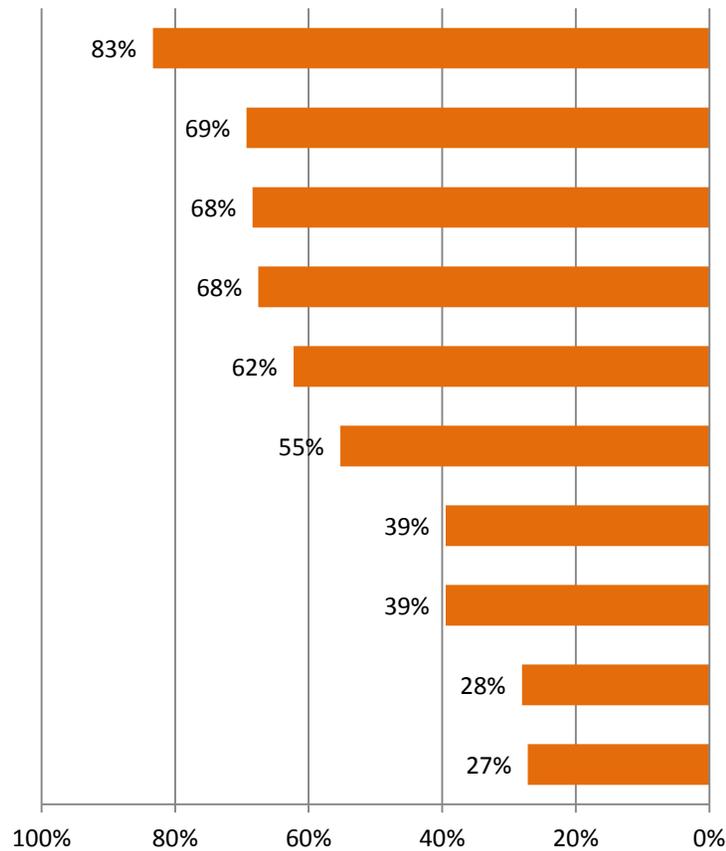




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This snapshot presents findings from the 2013 annual survey of ATE grantees regarding their use of strategies for the recruitment and retention of underrepresented minority students. Respondents were asked to indicate which strategies they used for different groups and their perceptions of each strategy's impact, ranging from "large positive impact" to "negative impact."<sup>b</sup> Fifty-five percent of grantees indicated that their recruitment and retention work intentionally targets underrepresented minority students.

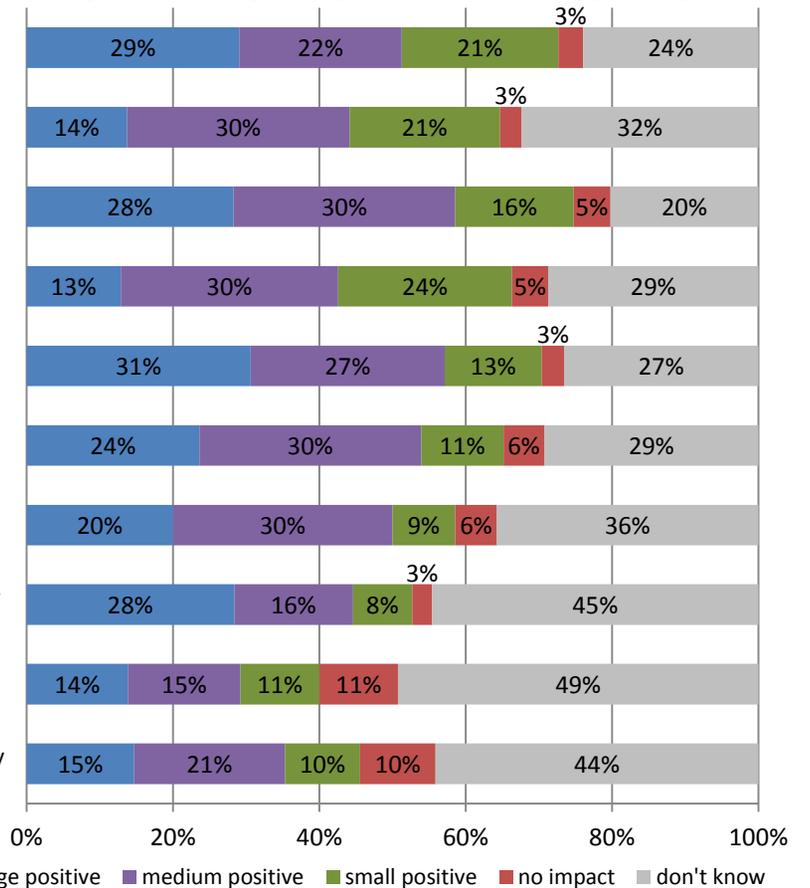
**Percentage of respondents using strategy**



**Strategy**

- Recruit in settings likely to reach the target group
- Show diversity in advertising materials
- Partner with organizations that serve the target group
- Advertise in places likely to reach target group
- Engage enrolled students from target group in recruitment
- Conduct outreach activities for target group
- Provide mentoring especially for students from target group
- Offer financial support especially for target group
- Provide tutoring especially for students from target group
- Provide support groups especially for students from target group

**Respondents' perceptions of strategy's impact**



<sup>a</sup> Underrepresented minorities in STEM include Hispanic/Latino, American Indian or Alaska Native, Black or African American, Native Hawaiian or other Pacific Islander, and multiracial individuals. See the NSF report *Women, Minorities, and Persons with Disabilities in Science and Engineering: 2011* (<http://www.nsf.gov/statistics/wmpd/pdf/nsf11309.pdf>).

<sup>b</sup> No respondents reported a strategy having a negative impact.