

Northwestern

OFFICE OF UNDERGRADUATE RESEARCH

2021-22 ANNUAL REPORT

**FOR: DR. MIRIAM SHERIN, ASSOCIATE PROVOST FOR UNDERGRADUATE EDUCATION AND
THE OFFICE OF UNDERGRADUATE RESEARCH ADVISORY COUNCIL**

PREPARED BY THE STAFF OF THE OFFICE OF UNDERGRADUATE RESEARCH

DR. PETER CIVETTA, DIRECTOR

DR. MEGAN WOOD, ASSOCIATE DIRECTOR

VICTORIA SAXUM, BUDGET, ADMINISTRATION, AND COMMUNICATION

DIAMOND JONES, OUTREACH COORDINATOR/ADVISOR

2021-2022 EXECUTIVE SUMMARY

The Office of Undergraduate Research (OUR) was founded in the fall of 2012, and in honor of our tenth anniversary, we have been reflecting on our experience thus far. We have created a separate report exploring the impact of OURs first decade. We have found that over 1,375 different faculty have sponsored student undergraduate research proposals, and 200 have served on one of our faculty review committees. Nearly 5,000 undergraduates have been funded by OUR in this time, and they have been awarded over \$11.5 million. We have more than doubled the annual participation of students, and as we seek to meet the needs of our first generation and lower income students, we have more than tripled the annual amount awarded. We have seen dramatic growth in the participation of first and second year students across all fields, and we have become an industry-leader in supporting students in the creative arts, journalism, and the humanities. We have so much to be proud of, and this year has been no exception.

In 2021-2022, OUR awarded 525 students over \$1.5 million. Some hallmarks of the year include the raising of the summer stipend for Summer URGs and the Emerging Scholars Program to \$4,000 and a record number of creative arts and journalism projects receiving funding. We also had over 21,000 unique presentation views for the Undergraduate Research and Arts Exposition, and we launched a new Winner's Circle event, where the top winners from poster presenters, oral presenters, and the Creative Arts Festival presented their work live for an audience of central leadership including the University Provost and President. It also featured a keynote address from Dr. Wendy Roldan, an alum who recently completed her PhD in a field she began to study through an OUR grant as an undergrad.

OURs dedicated staff had advising appointments with over 1,100 students during this academic year, totaling over 2,000 individual meetings. We conducted over 290 class visits throughout the year allowing us to reach over 11,000 students on campus. We offered nearly 100 different workshop sessions to support students, both in terms of preparing to apply for grants and in how to maximize their experiences within research. The Education Program Manager performed a thorough assessment of all workshop programming, and we look forward to refining/innovating on our offerings in the coming year.

We continued our implementation of our Arthur Vining Davis Foundations grant goals. We debuted the content of our new web series and podcast. Our first curriculum development workshops have completed internal work and are now undergoing national testing through CIMER. We recruited a second cohort for our Emerging Scholars Program, and we completed the 15-month cycle with cohort one. We are conducting assessment of the program now.

Overall, we have continued to meet our goals of providing opportunities and support for students who want to engage in undergraduate research, particularly for those students from disadvantaged backgrounds and/or in fields with traditionally low participation like the arts and journalism. While many programs/experiences have returned to pre-pandemic levels, there remains residual impacts, such as a backlog of students still trying to find labs, so we will persist in working to meet evolving student needs to the best of our ability.

2021-2022 GOAL REVIEW

Arthur Vining Davis Foundations Grant Fulfilment

- **Host a “red carpet” screening event to mark the launch of our promotional efforts for the web series.** We held the event on October 6th in the Norris McCormick Auditorium for almost 30 people. We screened multiple episodes, offered information about getting involved in research, answered audience questions, and held a Q&A with cast/crew.
- **Share the web series content with colleagues/peers through the Big Ten Academic Alliance and the Council of Undergraduate Research.** We posted links and info about the new content with the BTAA and CUR listserves and have received positive feedback on it.
- **Evaluate and assess both the workshop curriculum and the experience of the Emerging Scholars using an IRB-approved assessment plan.** We continue to work with Lina Eskew from the Searle Center for Advanced Learning and Teaching on this assessment. We have completed surveys with Emerging Scholars Program participants (both students and faculty) and appropriate controls (URAP and Summer URG). The data is currently being analyzed.
- **Develop and create additional *Entering Research* activities.** We have created and run the workshop content for the 15-month Emerging Scholars experience, and we have sent 10 of the activities to CIMER for national pilot testing.
- **Segue Cohort One of the Emerging Scholars Program into independent research projects.** 9 of the 10 members of the first cohort transitioned to their own independent projects for the summer (with one student accepting a prestigious internship in her field instead). Each student completed a successful Summer URG-style proposal and engaged in their own work.
- **Recruit, advise, and run a second cohort of Emerging Scholars.** We successfully recruited 9 students for the second cohort, and all of them have completed their first summer as a research assistant with their faculty.

Return to Campus/Equity

- **Increase the SURG summer stipend.** We successfully worked with Associate Provost Miriam Sherin to increase both the Summer URG and Emerging Scholars stipend from \$3,500 to \$4,000. OUR reallocated existing resources to cover the additional expenses.
- **Establish a strategic plan to address gaps in participation and success rates, particularly for first generation and Asian American students.** We saw notable improvements with the volume and success rates for Asian and Asian-American students across almost all programs. For first generation students, their success rate remains solid across most programs, although their volume continues to lag the proportional size of their population. We look to partner with SES and Quest Scholars this year to continue to spread the word about our opportunities.
- **Explore ways to support non-traditional Northwestern students, such as those students in the Northwestern Prison Education Program and student in the School of Professional Studies.** We began conversations with these partners around how we could better support their students, and we are awaiting guidance around how they want to partner moving forward.
- **Increase engagement and foster deeper collaborations between the Northwestern Undergraduate Research Journal (NURJ) and OUR.** NURJ completed its first year under OUR successfully

Education Program Development

- **Conduct a needs assessment of SRW and AHSS.** We combined many elements of the programs, such as peer mentor training, and we are working towards further standardizing them.
- **Conduct a needs assessment across our three peer mentor programs.** We combined many elements of the AHSS/SRW peer mentor experience, and we clarified the differences with the summer peer mentors. We worked to establish guidelines and expectations for participation that doesn't overwhelm students.
- **Adapt the current Emerging Scholars Program summer workshops for more OUR undergraduate research participants.** We have completed piloting of all materials, and we are now building an implementation plan for additional programming for 2022-23.
- **Identify unmet student need not satisfied by existing OUR programming and recommend areas of content development.** We have focused on revamping the content for our Finding a Lab/Faculty and Summer Skills Workshops to make them more impactful for students.

2022-2023 GOAL SETTING

Given these developments, we propose the following goals for the 2022-2023 year.

Arthur Vining Davis Foundations Grants:

We will work to complete our AVDF goals: 1) continue to implement and refine the 15-month Emerging Scholars Program and to do assessment work on it; 2) continue testing newly created workshop materials and writing new curriculum; and 3) do outreach and promotion for our 11 episode video web series and 5 episode podcast. The grant closes in October 2023.

Equity and Access:

For the past two years, we have used the OUR Pledge to drive our social justice/equity/diversity/inclusion initiatives. We now seek to integrate them permanently into the working of our office. We will collaborate with students, faculty, and staff to determine where needs are and how we can best address them, specifically ensuring that FGLI and BIPOC students are aware of, and supported in, research opportunities.

Education Program Expansion:

After assessing current programming this past year, we look to expand our support offerings to students, particularly in post-grant environments. Using the model of the curriculum developed for the Emerging Scholars Program, we plan to offer monthly workshops during the academic year and weekly options in the summer to provide additional support for students engaged in research.

New Application Portal:

This fall a new application portal will replace our old system. We will run all programs through this portal and, therefore, will need to create materials to support its usage. We will also need to train all faculty review committee members. This new portal creates opportunities for us to change our review processes, so we will work with committees on developing this material.

INDIVIDUAL PROGRAM REVIEW

Undergraduate Research Grants (Academic Year, Summer, and Advanced URGs):

All programs rebounded from COVID downturns, returning to close-to pre-pandemic levels. 102 Academic Year proposals were funded out of 130 applications, including 19 resubmissions that ultimately were funded. 237 Summer proposals were funded out of 324, including a record 62 out of 73 applications with creative arts or journalistic outputs. 75% of all Summer URG winners worked with an OUR advisor, indicating that our support differentiates applicants. To further show the positive impact of advising, whereas 81% of SSJ winners used advisors, only 30% of SSJ rejected students did. 85% of URAP to URG applicants were successful as well as 71% and 88% of the AHSS and SRW cohorts. In all programs, international travel was allowed again, and nearly 20 students incorporated international travel into their approved projects.

Undergraduate Research Assistant Program (URAP):

Overall, we funded 103 students (out of 532 applicants) through 80 faculty awards. We saw a decrease in faculty applications, which anecdotally was largely due to faculty burn out and lack of bandwidth. However, we kept the programmatic change implemented during COVID wherein faculty had the ability to hire up to two students without splitting the award, which allowed us to maximize opportunities for students where possible. Over 80% of both the applicant pool and selected mentees were comprised of first or second years. When we ran job searches, we pushed faculty to include transparency about remote/hybrid/in person work and/or about the potential to earn additional hours if the student was work-study eligible to help students make more informed financial decisions.

Conference Travel Grant Program (CTG):

This program began to rebound late in the academic year from the severe COVID impact we experienced by canceled events. This year we funded 57 students as opposed to 12 for the previous year. Highlights include sending students abroad for conferences once again, including one to Antarctica.

Circumnavigators Travel-Study Grant:

In collaboration with the Circumnavigators Club of Chicago, we sent two students abroad on their trips. Last year's winner Mackenzie Gentz was allowed to on her trip to study English as a Second Language (ESL) programs in Perú, Portugal, Germany, the Czech Republic, and Japan. This year's winner Vivica Lewis is studying the history of birth control access in countries across the globe. By the end of August, she will have traveled to Argentina, England, Ireland, France, and Singapore. Blogs on their experiences can be found here: <https://undergradresearch.northwestern.edu/blogs/>

Undergraduate Language Grant (ULG):

ULG applications rebounded to pre-COVID levels; we were ultimately able to fund 15 of 47 applications. This year was the stiffest competition (as indicated by highest average application rating), with the broadest representation of languages in program history (16 languages in 19 countries). This year, juniors comprised a higher percentage of awardees than in the past (especially of NUQ applicants); we hypothesize this is due to pent up demand over the last two years due to COVID. Of the first year awardees, three off these students proposed to pursue less commonly studied languages including Bosnian/Serbian/Croatian, Armenian, and American Sign language. While we did not anticipate including remote programs in future versions of this grant, this year demonstrated the need to include this option on an exemption basis only. For example, in person international programs for languages like Chinese

and Russian were not feasible, while many domestic programs for these languages were cost-prohibitive.

Undergraduate Research and Arts Exposition (Expo):

We used Forager One's Symposium platform again this year. During the 36 hour event, we had over 7,300 visits to the site, a nearly 50% increase over last year. Viewers left almost 1,000 comments to presenters, and a total of over 511 hours of engagement were spent on the platform during the event. We returned to an in-person Creative Arts Festival this year, and we inaugurated a new event to close the Expo. The in-person Winner's Circle featured the top winners across categories (posters, oral presentations, Creative Arts Festival) presenting/performing live for an audience of top university leadership, including the Provost and President. It also included a keynote address by Dr. Wendy Roldan, an alum who got her start in research through an OUR grant.

OTHER INITIATIVES

Outreach

This year's outreach focused on developing and maintaining relationships with the broader Northwestern community to facilitate a strong return to campus. In fall quarter, we designed new outreach materials for distribution and campus flyering. We conducted 291 class visits throughout the entire year allowing us to reach over 11,000 students on campus. Next year, our office will have registrar data access which will allow us to pull class information throughout the quarter. This will give us more accurate numbers for how many students we reach. Additionally, we are creating a list of professor preferences in order to continue making class visits a seamless process for faculty. We also routinely distributed flyers for all major workshops and grants throughout the year. We put up over 1,000 flyers on campus spaces. Since this year was a return to physical distribution, we kept track of how many flyers were distributed per program to keep the process efficient and prevent waste. We also audited interdepartmental websites which hosted broken links related to our office; this work was important as updating our website last year left a lot of old links obsolete and unusable for students. We identified and contacted nearly 20 distinct spaces that were utilizing incorrect links – some of which were even pages under our purview! This effort resulted in our office being able to strengthen our bonds with other department and offices as well ensuring we always provided the most accurate information to the wider Northwestern community.

We also did our best to reach out towards student groups and departments. We conducted 3 department specific info sessions as well as had 4 info sessions that arose from class visits. It has always been tricky to arrange collaborations with student groups. However, this year was quite successful as we arranged info sessions for 4 student groups, engaging with over 80 students. These groups were the Minority Business Association, Northwestern's National Society of Black Engineers, Northwestern's Society of Hispanic Professional Engineers, and the Black Mentorship Program. Some of these groups even initiated conversation which demonstrates that students are aware of our office as a resource of use to them no matter what the student group focuses on. This year we used different modes to reach out to groups, including email, social media, and the Wildcat Connection platform. Although receiving responses from student groups remains difficult, moving forward, we plan on continuing with our intensive, targeted outreach. We hope to leverage more in person connections with student groups

such as connecting with them at the org fair or reaching out to their outreach chairs. Ideally, these smaller interactions will let them to see all the benefits of our office and thus open that group up to info sessions.

Office Communications/Branding

OUR has prioritized cultivating a goofy and approachable brand identity using original memes, irreverent flyers, and engaging social media posts. The purpose of this dedication is three-fold: to make our office stand out amongst the student body; to demonstrate that we – and by extension, research – are approachable and friendly; and to communicate important information in a relatable way. This branding is consistent across our weekly newsletter, social media posts, and campus flyers. We have added 904 new contacts to our e-newsletter contact list this year, which means the Blast lands in 3,806 inboxes each Monday. Since we have regularly included memes and community events, our email open rate has steadily trended upwards with a 60% open rate in Fall Quarter 2022, 65% rate in Winter Quarter, and a 68% rate during the spring *and* summer. At 3,806 contacts, this means an average of 2,473 people have been opening our newsletter on a weekly basis over the past year. Last year, we averaged a 53% open rate all year.

Tori and Diamond have also worked diligently to improve the office's social media presence. Diamond curates and creates weekly student features that are posted each Friday; and Tori creates original social media posts and memes to communicate events, deadlines, and provide general encouragement. As such, OUR has created and added 96 original posts over the year. Additionally, Tori has added Highlights to the OUR Instagram page, which provide quick explainers on OUR programs for all new visitors to the page. These efforts were recognized by the Office of Undergraduate Admission who encouraged prospective students to follow OUR's Instagram. Since December 2022, OUR's profile follower count has grown almost 30%.

Last year, OUR had to redesign its website, which the office used as an opportunity to prioritize clarifying grant information and to add content that will better serve students. For example, Diamond rewrote the Annotated Sample Grants to better complement guidance from advisors – as of this summer, the Annotated Sample Grants page is the 4th most visited page on our site with 7,134 unique views (up 22% from last year). Overall, this year there were 88,365 sessions on our website (up 11% from last year) and 51,547 users (up 17% from last year).

Research Workshops

The Art, Humanities, and Social Science Research Workshops (AHSS) started with 25 members and finished with 17 who submitted Summer URG proposals and two students who planned to submit proposals for alternative sets of funding (one student submitted a WCAS summer grant and one plans to submit an AYURG proposal next fall). We had five peer mentors who functioned as direct support to mentees as well as community builders during our meetings. While we encouraged students to engage as much as they could during the quarter, students did not have an attendance requirement, and we did not collect or track assignments. To better align the formatting of OUR's winter research workshop structures, we plan to formalize AHSS with a CAESAR sign up, Canvas site, attendance requirement (no more than 2 unexcused absences) and assignment requirement (completion of three assignments – two mandatory, one choice) for winter 2023.

The Science Research Workshops (SRW) started with 40 members and ended with 31 students who all successfully completed the program with a Satisfactory grade. Of our 31 mentees, 29 finished SRW with

a lab position secured and one was in her second round of interviews for a lab position (and presumably ready to begin her position after that final interview). We had ten peer mentors who led their small groups consistently for the first six weeks of our program where they built community and facilitated conversations about working in a lab environment. After the first six weeks, peer mentors provided differentiated support to those who were writing an Summer URG, still trying to find a lab, or not interested in pursuing independent research this summer. Peer mentors consistently engaged with their mentees outside of workshop time throughout the nine weeks to ensure mentees were taking the necessary steps to find a lab position and provide support to those writing an Summer URG draft. The vision for next year's structure will be a departure from how SRW has run in the past. We propose to split SRW into a two-quarter program: fall and winter (which harkens back to its roots when it was a Searle program). The intention behind this change is to better focus SRW programming, so there are not two tracks of students in one workshop: those trying to find labs and those in labs ready to ask for independent projects. To give first-year students time to settle into their coursework, fall quarter SRW will start in late October or early November. Programming will focus on securing a lab position. This workshop will be a departure from our normal "Finding a Lab/Finding a Faculty Mentor" programming because it will run for four to five weeks using a cohort-based model. In addition to splitting the workshop, we will also be more intentional in communicating that winter SRW is to support students doing independent research in a lab and writing an Summer URG. Winter SRW programming will focus on how to communicate with colleagues in a lab setting, how to navigate uncomfortable situations, how to ask for an independent project and how to write an Summer URG proposal.

Peer Mentor Program

Our peer mentors were an amazing support to our mentees throughout the research workshop experience. We interviewed, hired, and trained 15 fantastic peer mentors for AHSS and SRW. We chose to combine peer mentor training for AHSS and SRW which had not been done in the past to create more coherence in the training program. Peer mentor training occurred over two days in December. On day one, we covered team building with fellow peer mentors, discussed strategies to build relationships with mentees, reviewed how to address microaggressions, and role-played potential scenarios that may come up in their mentorship. On day two, we discussed the Summer URG proposal format as well as workshop-specific information where we split the AHSS and SRW mentors. We also ran weekly peer mentor meetings for AHSS and SRW peer mentors prior to their respective workshops. In our weekly meetings we previewed the next week's workshop content and discussed any mentorship puzzles that arose the previous week.

We hired 19 peer mentors to support 203 Summer URG mentees for this summer. We recruited and interviewed mentors from across all disciplines. Their trainings covered communication skills, relationship building, preparation for SURG Summer Skills Workshop facilitation, outreach strategies, and ways to support mentees who may encounter challenges. Mentors will also communicate with mentees about how to continue their summer research experience during the school year if interested.

CAURS (Chicago Area Undergraduate Research Symposium) and TEDx Northwestern

CAURS held their first in-person event in two years after Lurie Children's in April. It was a well-attended and successful event. TEDx also held their first in-person event in two years. Held in tech in April, it was very successful. Peter remains the faculty sponsor for both groups as well as the Northwestern Undergraduate Research Journal (NURJ).

APPENDIX: Student Demographic Assessment Data

Once again this year, we sent all of our application and award data to the Office of Institutional Research, who provide us with data on how students are faring across our competitions. We are particularly interested in two metrics: 1) Are students from a group applying in a number at least proportional to their numbers on campus? and 2) Are they succeeding in the competition as compared to the overall program success rate? Last year, we wanted to focus on two groups with need: Asian/Asian-American students and Black/African-American students. With Asian students, our outreach worked almost across the board, with the only under represented number with ULGs which has a small fixed number of awards. With Black students, we need to continue work to reach them more effectively. For example, Black students success rate with AY URGs is over the regular rate, but it is under for Summer URGs. We plan to approach this issue in two ways. First, we will continue to work with organizations in the Black House (and other groups) to hold information sessions and advising in locations convenient for them. Second, we will do dedicated outreach to faculty in relevant departments to encourage research assistantships, which we know create a pipeline towards URGs.

In addition, this data shows us areas for celebration and areas for improvement. We are thrilled that our new Emerging Scholars Program is attracting the types of students we are seeking to support (FGLI and BIPOC), with most groups being over-represented in application volume and success rate; it is exactly what we hoped to see. One area requiring further attention is our first generation students, who are under-represented in volume in many programs and not succeeding as much as we would like to see in some as well. We plan to work with Student Enrichment Services and Quest Scholars to help meet those students and learn how we can be more effective at meeting their needs.

Below we have included key pages from the reports that we received (unedited). The first explores the volume of applications, and the second explores the accepted/rejected status of the applications. The chart below indicates the percentage of various groups relative to the overall undergraduate population.

Race/Ethnicity		
American Indian/Native Amer	6	0%
Asian	1,739	20%
Black/African-American	515	6%
Hispanic/Latinx	1,176	14%
International	869	10%
Multi-Racial	567	7%
Native Hawaiian/Oth Pac Island	1	0%
Not Applicable	272	3%
White	3,339	39%
First Generation	1,067	13%
Pell	1,748	21%
Need Index		
0	4,211	50%
1	882	10%
2	480	6%
3	853	10%
4	865	10%
5	1,193	14%

OUR 2021-22 DEMOGRAPHIC DATA REPORT (VOLUME OF APPLICATIONS)

Grant Type		Academic Year URG		AYURAP Student		Conference Travel		Emerging Scholars		Summer URG		SURAP Student		ULG	
		Count	N%	Count	N%	Count	N%	Count	N%	Count	N%	Count	N%	Count	N%
Af Amer count all	Yes	5	3.9%	31	9.7%	0	0.0%	10	34.5%	18	5.7%	24	11.4%	2	4.3%
Asian count all	Yes	36	28.3%	92	28.8%	12	21.1%	9	31.0%	103	32.8%	68	32.2%	4	8.5%
Race/Ethnicity	Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.5%	0	0.0%
	Asian	31	24.4%	77	24.0%	11	19.3%	8	26.7%	82	26.1%	52	24.6%	3	6.4%
	Black/African-American	2	1.6%	20	6.2%	0	0.0%	6	20.0%	11	3.5%	14	6.6%	2	4.3%
	Hispanic/Latinx	7	5.5%	35	10.9%	4	7.0%	4	13.3%	33	10.5%	27	12.8%	5	10.6%
	International	20	15.7%	73	22.7%	12	21.1%	2	6.7%	38	12.1%	15	7.1%	5	10.6%
	Missing	3	2.4%	5	1.6%	3	5.3%	0	0.0%	6	1.9%	5	2.4%	17	36.2%
	Multi-racial	7	5.5%	13	4.0%	2	3.5%	5	16.7%	24	7.6%	21	10.0%	1	2.1%
	Not Applicable	4	3.1%	14	4.4%	2	3.5%	3	10.0%	7	2.2%	4	1.9%	1	2.1%
	White	53	41.7%	84	26.2%	23	40.4%	2	6.7%	112	35.7%	72	34.1%	13	27.7%
First Gen	Yes	15	11.8%	19	5.9%	2	3.5%	0	0.0%	26	8.3%	9	4.3%	2	4.3%
Pell	Yes	19	15.0%	56	17.4%	9	15.8%	15	50.0%	52	16.6%	45	21.3%	6	12.8%
NI 2022	0	70	55.1%	139	43.3%	27	47.4%	1	3.3%	140	44.6%	116	55.0%	33	70.2%
	1	13	10.2%	46	14.3%	6	10.5%	4	13.3%	48	15.3%	21	10.0%	0	0.0%
	2	5	3.9%	20	6.2%	2	3.5%	0	0.0%	22	7.0%	9	4.3%	2	4.3%
	3	14	11.0%	41	12.8%	6	10.5%	4	13.3%	44	14.0%	14	6.6%	5	10.6%
	4	9	7.1%	23	7.2%	5	8.8%	4	13.3%	30	9.6%	19	9.0%	2	4.3%
	5	16	12.6%	52	16.2%	11	19.3%	17	56.7%	30	9.6%	32	15.2%	5	10.6%

OUR 2021-22 DEMOGRAPHIC DATA REPORT (AWARDED/REJECTED)

Grant Type and Status		Academic Year URG				AYURAP Student				Conference Travel		Emerging Scholars				Summer URG				SURAP Student				ULG			
		Award		Reject		Award		Reject		Award		Award		Reject		Award		Reject		Award		Reject		Award		Reject	
		#	N%	#	N%	#	N%	#	N%	#	N%	#	N%	#	N%	#	N%	#	N%	#	N%	#	N%	#	N%	#	N%
Af Amer count all	Yes	5	5.0 %	0	0.0 %	0	0.0 %	31	11.4 %	0	0.0 %	2	2.2 %	8	0.0 %	11	4.8 %	7	8.1 %	9	15.8 %	5	9.7 %	0	0.0 %	2	6.3 %
Asian count all	Yes	30	30.0 %	6	2.2 %	7	0.0 %	75	5.0 %	2	21.1 %	3	3.3 %	6	0.0 %	74	5.0 %	9	3.3 %	6	28.1 %	2	3.3 %	0	0.0 %	4	12.5 %
Race/Ethnicity	Native American	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %	1	0.4 %	0	0.0 %	1	1.8 %	0	0.0 %	0	0.0 %	0	0.0 %
	Asian	25	25.0 %	6	2.2 %	2	1.0 %	65	6.0 %	1	19.3 %	2	2.0 %	6	0.0 %	58	4.0 %	4	9.0 %	2	21.1 %	4	26.0 %	0	0.0 %	3	9.4 %
	Black/African-American	2	2.0 %	0	0.0 %	0	0.0 %	20	7.3 %	0	0.0 %	2	2.0 %	4	0.0 %	6	2.6 %	5	5.8 %	6	10.0 %	8	5.2 %	0	0.0 %	2	6.3 %
	Hispanic/Latinx	7	7.0 %	0	0.0 %	9	6.0 %	26	9.5 %	4	7.0 %	2	2.0 %	2	0.0 %	26	11.0 %	7	8.1 %	7	12.0 %	0	0.0 %	0	0.0 %	5	15.6 %
	International	15	15.0 %	5	1.8 %	8	4.0 %	65	6.0 %	1	21.1 %	1	1.0 %	1	0.0 %	24	10.0 %	4	16.0 %	5	8.8 %	1	6.5 %	2	13.0 %	3	9.4 %
	Missing	3	3.0 %	0	0.0 %	1	2.2 %	4	1.5 %	3	5.3 %	0	0.0 %	0	0.0 %	5	2.2 %	1	1.2 %	0	0.0 %	5	3.2 %	6	40.0 %	1	34.4 %
	Multi-racial	6	6.0 %	1	3.7 %	3	6.5 %	10	3.6 %	2	3.5 %	1	1.0 %	4	2.0 %	16	7.0 %	8	9.3 %	5	8.8 %	1	10.0 %	0	0.0 %	1	3.1 %
	Not Applicable	2	2.0 %	2	7.4 %	1	2.2 %	13	4.7 %	2	3.5 %	2	2.0 %	1	5.0 %	6	2.6 %	1	1.2 %	2	3.5 %	2	1.3 %	0	0.0 %	1	3.1 %
	White	40	40.0 %	13	4.8 %	1	2.6 %	72	2.6 %	2	40.4 %	0	0.0 %	2	10.0 %	86	37.0 %	2	30.0 %	1	33.0 %	5	34.0 %	7	46.0 %	6	18.8 %
First Gen	Yes	11	11.0 %	4	1.4 %	3	6.5 %	16	5.8 %	2	3.5 %	0	0.0 %	0	0.0 %	19	8.3 %	7	8.1 %	3	5.3 %	6	3.9 %	0	0.0 %	2	6.3 %
Pell	Yes	16	16.0 %	3	1.1 %	1	2.3 %	45	1.6 %	9	15.8 %	6	6.0 %	9	0.0 %	34	14.0 %	8	20.0 %	1	19.0 %	3	22.0 %	2	13.0 %	4	12.5 %
NI 2022	0	52	52.0 %	18	6.6 %	2	4.3 %	119	4.3 %	2	47.4 %	0	0.0 %	1	5.0 %	10	44.0 %	3	45.0 %	3	61.0 %	8	52.0 %	1	66.0 %	2	71.0 %
	1	11	11.0 %	2	7.4 %	7	1.5 %	39	1.4 %	6	10.5 %	2	2.0 %	2	10.0 %	38	16.0 %	0	11.0 %	1	1.8 %	2	13.0 %	0	0.0 %	0	0.0 %

	2	5	5.0 %	0	0.0 %	3	6.5 %	17	6.2 %	2	3.5 %	0	0.0 %	0	0.0 %	16	7.0 %	6	7.0 %	3	5.3 %	6	3.9 %	0	0.0 %	2	6.3 %
	3	1 1	11. 0%	3	11. 1%	3	6.5 %	38	13. 8%	6	10.5 %	1	10. 0%	3	15. 0%	33	14. 5%	1 1	12. 8%	6	10. 5%	8	5.2 %	2	13. 3%	3	9.4 %
	4	7	7.0 %	2	7.4 %	4	8.7 %	19	6.9 %	5	8.8 %	0	0.0 %	4	20. 0%	19	8.3 %	1 1	12. 8%	5	8.8 %	1 4	9.1 %	0	0.0 %	2	6.3 %
	5	1 4	14. 0%	2	7.4 %	9	19. 6%	43	15. 6%	1 1	19.3 %	7	70. 0%	1 0	50. 0%	21	9.2 %	9	10. 5%	7	12. 3%	5	16. 2%	3	20. 0%	2	6.3 %