

Minority Serving Institutions and Philanthropy: Investing in Those Institutions ‘Doing the Work’

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Please note that the perspectives shared in this presentation are Dr. Hallmark's own and do not represent the Sloan Foundation nor its affiliates.

(Lack of) Diversity in STEM

- **Geosciences:**

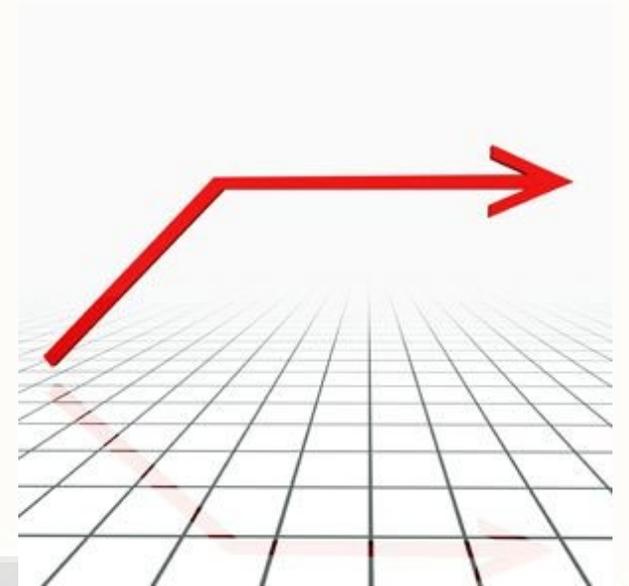
No Progress on Diversity in 40 years

- **Physics:**

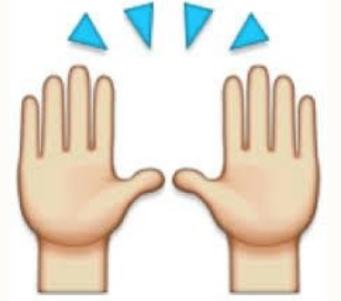
We Know Physics is Largely White and Male,
But Exactly How White and Male is Still
Striking

- **Economics:**

Economics Still Has A Diversity Problem



Value of Minority Serving Institutions



- **Our country’s MSIs**—of which there are seven types—not only enroll over one-third of the nation’s undergraduates, they **produce one-fifth of the nation’s STEM bachelor’s degrees.**
- Moreover, some MSIs are already well-known as “baccalaureate origin” institutions—colleges and universities who send their graduates on to complete STEM doctoral degrees. For example, **nearly a quarter of Black STEM doctoral degree holders** between 2015 and 2019 **earned their bachelor’s degree from a Historically Black College or University** (HBCU).

Despite MSIs' Impact...

- MSIs continue to receive less philanthropic dollars than their predominantly white counterparts.
- Of overall private philanthropic investments in STEM higher education between 2016–2021, [the top 10 most-funded institutions received 44% of total dollars.](#)
- In turn, there is a clear need to pivot:
To no longer just invest in those institutions that may show promise or opportunity, but to invest in those that have been doing the work all along.

Here at Sloan...

- Diversity, equity, and inclusion are the central tenets of our Higher Education program.
- [Six equally important strategic priorities guide our grantmaking.](#)
- One key outcome of this new strategic vision has been our new [Creating Equitable Pathways to STEM Graduate Education](#) portfolio.



Our 2021 Call

- 127 submissions from institutional partnerships across the nation
 - 74 were led by MSIs
 - 38 were led by PWIs
 - 15 were led by other organizations
- 20 grants given
 - 17 were led by MSIs
 - 1 was led by a PWI
 - 2 were led by other organizations
- Grant amounts range from \$75k to \$500K, in categories that reflect planning, seed, and implementation stages.

Some Priorities

- We centered evidence of meaningful, two-way partnerships in our committee deliberations and decision-making.
 - With that said, several proposals noted that their MSIs had too limited capacity to carry a bureaucratic grant process – an important consideration for funders.
- We favored those with a [systemic change approach](#) – that is, those that included but went beyond activities aimed at individual students, building upon existing efforts or putting in place new plans to change policy, practice, and departmental or institutional norms.

Some Lessons Learned

- **Educate the Educators**

Changing the system necessitates deep engagement of its gatekeepers, and in this case, that especially means STEM faculty and departmental leadership.

- **Ensure True Partnership**

PWI faculty have a lot to learn from their MSI peers about what it means to educate and support students of color.

- **Beware the Privilege of Innovation**

Offering undergraduate research exposure is the norm for highly resourced institutions; not so for those still in the process of developing research infrastructures after decades of underfunding.

A faded, grayscale silhouette of a city skyline, likely New York City, serves as the background for the slide. The buildings are rendered in various heights and shapes, creating a dense urban profile.

Some Final Thoughts...

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