



# IGEN

## Inclusive Graduate Education Network

an NSF INCLUDES Alliance



"Our entire admissions team participated in the two-part IGEN workshop on holistic admissions, and we have adopted many of those best practices."

- Faculty Member

### In 2022/23

- 75 students were accepted into IGEN-associated Bridge Programs, bringing the total number of graduate students placed to 379.
- 11 Bridge Partners and 3 Bridge Sites joined IGEN.
- 65% of faculty members indicated that their department's admissions practices changed due to their involvement with an ACS/AGU/APS Bridge Program.
- 95% of participating faculty members indicated their departments are using holistic practices in their admissions processes for the Bridge Program.
- 68% of faculty members indicated they attended IGEN-led workshops or training sessions.



"The biggest value in being part of Bridge has been changing the practices and culture in our department."

- Faculty Member

### Since the Inception of IGEN

- The IP Hub engaged over 2,500 workshop participants in more than 18 different academic fields to develop their capacity to implement inclusive practices in graduate education.
- The IGEN Research Hub conducted 13 discrete research studies.
- IGEN trained approximately 50 individuals to deliver mentorship education workshops at Department of Energy and NASA centers across the country.



"This has been a very effective program and my department and I have benefited strongly from IGEN and the Bridge Program."

- Faculty Member

### IGEN Response to Faculty Feedback

- In 2022, faculty expressed frustration about their roles in Bridge Programs, which they described as ambiguous. As a result, IGEN leadership created and disseminated a Faculty Handbook, which clarified expectations across Bridge Programs.
- Faculty requested additional training on mentoring students in Bridge Programs. As a result, CIMER hosted Facilitating Entering Mentoring workshops for Bridge leaders and faculty in 2022/23.
- In 2022, faculty members expressed a desire for the ability to recruit more students and create cohorts in Bridge Programs. As a result, IGEN leaders focused recruiting efforts on students rather than new departments in 2023.



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