

Need a better recruitment strategy?

Wouldn't you say YES if a national organization offered to help you achieve your diversity goals?

- Get cost-efficient talent development
- Expand your resources
- Benefit from GEM's national network

“Power connect” to talent. GEM puts its consortium behind your initiatives. The power of the GEM Consortium gives you that targeted recruitment strategy you are looking for. Don't rely on your internal program alone.

- Increase the participation of underrepresented groups at the master's and doctoral levels in all engineering disciplines, and the physical and life sciences.
- Each selection year, it takes an employer contribution of \$30,000 to fund two M.S. Engineering Fellows, and \$45,000 to fund two Ph.D. Fellows. In addition, there is a \$1,000 annual membership fee. See the example below illustrating member contributions for a Fellow attending a private and a public university.

Invest in the best students

2006 GEM Fellow GPA Analysis

M.S. Engineering	43% of selects above 3.5
Ph.D. Engineering	55% of selects above 3.7
Ph.D. Science	44% of selects above 3.7

Cost efficiency

Many employers offer benefits that enable working engineers and scientists to complete graduate studies. Typically, tuition and related fees are covered. Select programs may offer employees reduced salary to attend school full-time. Many require students to continue working full-time—at full salary. The cost to identify or groom technical talent quickly adds up.

Employer Recruiting Costs: One Prospective Experienced Employee

US Technical Talent

Average Search Firm Fees = \$ 30,000

Non-US Technical Talent

Average H1B Visa = \$ 20,000

Training/Productivity Loss, \$70K @ ½ time = \$ 35,000

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Employer Education Costs: One Employee Student

Tuition/Fees	Top Private University = \$29,600	Top Public University = \$6,200 resident
Starting Salary		
B.S. engineering	= \$50,000	= \$50,000
B.S. science	= \$31,000	= \$31,000
M.S. engineering	= \$56,000	= \$56,000
M.S. science	= \$40,000	= \$40,000
INVESTMENT UP TO	\$60,600–\$85,600	\$37,200–\$62,200
GEM Consortium: Two Fellow Interns		
Annual Membership Fee:		= \$ 1,000
M.S. Fellowship Contribution		= \$ 30,000
MINIMUM INVESTMENT		\$ 31,000

This is how you build excellence. Talent, know-how, assets.

The GEM Fellowship is a highly prized award.

This mix is what makes the GEM experience unique for students and members alike :

- Network support
- University mentor
- Employer mentor
- GEM staff, including manager of fellowships and awards
- Focus on underrepresented groups
- Fellowship portability.

Funding is mobile to any member university nationwide, and in Puerto Rico

- Internship.

What kind of relationships can an employer maintain through GEM?

Of GEM alumni survey respondents, 46 percent interned or were in a co-op with their GEM employers as undergraduate or graduate students.

We are the **ONLY** graduate fellowship program requiring a summer internship.

The ROI for students and employers?

The results of a recent fellowship recipient survey show salary is not the driver of employment.

Environment, opportunity, location, and experience all topped salary as reasons for accepting a position after graduation.

- Of the top 15 employers reported, 87 percent were consortium members.
- Some GEM employers report acceptance rates for job offers in excess of 90 percent.

Become a member

You can be one of our extraordinary people. Help lead this organization with a seat on our board, as a member representative. You will be in good company: 3M, Bausch & Lomb, DuPont, Fermi National Accelerator Laboratory, Ford Motor Company, General Motors, Hewlett-Packard Company, IBM, Intel Corporation, JHU/APL, Motorola, NASA Dryden Research Center, Pfizer, Rolls Royce, and Sprint. See our member lists on the Web at gemfellowship.org.

To learn more and get a FREE CD-ROM, contact info@gemfellowship.org.

Impressive Impact

The National GEM Consortium is the premier, nonprofit corporation exclusively serving underrepresented groups seeking advanced degrees in science, technology, engineering, and math. GEM currently serves some 140 university- and employer-affiliated members, and screens 700 graduate school applicants in the process of awarding 100 to 200 fellowships annually.

We fulfill our mission to “enhance the value of the nation’s human capital” by increasing the numbers of African Americans, American Indians, and Hispanic Americans with master’s and doctorates in technical disciplines. GEM Fellows are prepared to participate in the 21st-century workforce.

Alumni at a Glance

Total alumni: 2,849 since 1976 Ph.D. alumni: 228 since 1990

In 2002, the National Science Board of the NSF released a report calling for the Federal government to reassess its role in the preparation of the nation’s science and engineering workforce. Citing global competition for this talent, the board recommended “long-term support for high-quality disciplinary and interdisciplinary doctoral training programs.”

During a typical academic year 300 to 400 GEM Fellows are enrolled full-time in graduate science and engineering programs.

From 2000 to 2003, 204 GEM Fellows graduated from engineering schools consistently ranked among the top 20 percent by *U.S. News & World Report*.

In 2005, 766 African Americans, Hispanic Americans, and American Indians received doctorates in science or engineering—just 8 percent of all recipients.

Source: NSF/NIH/USED/NEH/USDA/NASA, Survey of Earned Doctorates 2005.

GEM Alumni Association: The Third Pillar of GEM

Organized in 2004, the GEM Alumni Association (GAA) works to increase the number of annual fellowship awards, particularly at the doctoral level. As the “third pillar,” alongside employer and university members, the GAA directs its activities and resources at building an unparalleled network of alumni, professionals, faculty members, and industry leaders. This powerful connection to role models, mentors, and career opportunities delivers on one of GEM’s value propositions—a benefit of membership—for each constituent group.

Ambassadors: A New Bridge to Success

A new GAA initiative is the Ambassador Program. The purpose of an alumni ambassador is threefold:

- Liaise with his/her employer’s management for alumni outreach activities
- Coordinate employer alumni to mentor new and returning GEM Fellow interns, and
- Represent GEM, and the employer, at regional and national events (e.g., GEM annual conference, local career and graduate fairs).

First piloted at the Aerospace Corporation, the 2007 Ambassador Program rollout is strengthening the GEM network. It also ensures the continued development of diverse leaders so needed by the engineering and science communities. We will offer every employer member the strategies to successfully implement ambassadors at one or multiple work sites—wherever we can have the greatest influence.

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Satisfied with your recruiting program?

Get results from the leader in diverse technical talent. Over the last three decades, GEM's reputation has grown with our membership.

- Solid success in identifying, recruiting, and enrolling students in technical graduate programs and research institutions nationwide.
- GEM increases the participation of diverse groups at the master's and doctoral levels in engineering and science.
- Our track record: over 2,500 alumni of our programs; more than 140 of those are Ph.D. alums.
- We go beyond advice and encouragement. We offer three proven programs, bridging the gap between potential and pursuit of a master's in engineering, a Ph.D. in engineering, or a Ph.D. in science.

You need time to recruit.

Take the following off your to-do list, because we do it for you.

Identify events to attend with the audience you want.

GEM's strong relationships with national science and engineering organizations for students and professionals and 90 consortium universities guarantee invitations to these forums. We are often invited to present on the benefits of a graduate degree, successfully applying for admission, and financial assistance, and the state of STEM graduate education among underrepresented groups.

Qualify prospective students.

Our application and review process is competitive. Letters of recommendation, a statement of purpose, transcripts, and more are reviewed by a diverse committee of university and employer-member representatives.

Access a talent pool.

Colleges like yours market engineering and physical and life science programs to applicants whom we select to be GEM Fellows.

Make the right connections.

As an administrator, you are charged with building a center of academic excellence. The consortium offers peers to learn from and share recruitment and success stories with. You will also hear from cohorts in industry about their needs as your college shapes our future workforce.

- A typical GEM university has been a member for about 20 years.
- Of GEM employer-members, 14 percent are Fortune 100 companies.
- GEM university members are consistently ranked among *U.S. News and World Report's* top engineering schools.
- Many Fortune 500 companies and government laboratories are GEM members.



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You need more than staff.

You need power. Our program strength adds these groups to your diversity list: American Indians, African Americans, Mexican Americans, Puerto Ricans, and other Hispanics.

- Our representatives annually visit more than 50 national conferences and college events in the US and Puerto Rico to identify developing engineers and scientists.
- Each year, we talk to more than 4,000 men and women about the professional and personal benefits of an advanced degree.
- Stability: We endowed \$1 million in Ph.D. fellowships.
- We participate in the national conferences of the American Indian Science and Engineering Society, National Society of Black Engineers, the Society of Hispanic Engineers, the American Chemical Society, and more. Visit our website's recruitment calendar at gemfellowship.org.

Results

	Engineering	Science
M.S.E. Alumni	2,621	—
Ph.D. Alumni	<u>122</u>	<u>106</u>
Total	2,743	106

To request additional information, contact info@gemfellowship.org.

Profile of GEM

Who We Are

The National GEM Consortium is a unique and powerful connection to a national network of more than 140 universities, multinational corporations, and government laboratories. GEM's business is developing the pool of African American, American Indian, and Hispanic American talent with advanced degrees in science, technology, engineering, and mathematics (STEM).

M.S. Engineering, Ph.D. Engineering, Ph.D. Science Fellowship Programs

We are the only privately funded, nonprofit graduate education corporation that provides these underrepresented groups with access to the following:

- graduate study at the nation's best science and engineering programs and research institutions
- internships with leading employers

We create technical leaders.

What We Do

GEM identifies and recruits undergraduate students, graduate students, and professionals for admission to master's and doctoral programs in engineering and science. Through three graduate fellowship programs—M.S. Engineering, Ph.D. Engineering, and Ph.D. Science—GEM provides complete financial assistance (university tuition and fees, and a stipend) to a select group of applicants each year.

We are experts at cost-effective access and inclusion. Employers and universities needing to discover the best diversity candidates seek out GEM.

When We Were Founded

The National GEM Consortium was chartered in 1976 and is a tax-exempt, nonprofit corporation.

Where We Are

GEM is hosted by Educational Testing Service (ETS), and has offices in Washington, D.C., and Princeton, New Jersey.

Why We Get Results

The power of the consortium enhances the value of the nation's human capital in the sciences and engineering. We promote an environment in our member universities that aids retention and encourages students to achieve the highest academic success, leading to an increase in the number of highly trained engineers and scientists in industry, academia, and government. Our employer members offer advanced-level internships to prepare students for chosen careers.

GEM empowers people to do extraordinary things.

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Interested in learning more?

Find out from the experts who . . .

- Recruit talented students at more than 50 campus and national events in the US and Puerto Rico
- Graduated 2,500 top students from UCLA to Michigan to Yale
- Have 30 years' experience placing interns with the nation's leading employers
- Embrace a network of alumni leaders influencing research, industry, and the next generation of engineers and scientists

Get a FREE CD-ROM or sign up for
a FREE Web demo and consultation

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GEM Edge

Need help finding underrepresented technical talent beyond GEM's current science and engineering programs?

Sharpen your edge by shaping diversity and building your workforce with the experts in graduate education.

Look no further than the leader. The GEM Edge is your link to graduate education and career-development programs for science- and technology-based disciplines not covered by our established M.S. Engineering, Ph.D. Engineering, or Ph.D. Science fellowships. We will help you identify underrepresented talent through our expertise in creating value-driven partnerships. GEM is your advantage.

The GEM Edge applies our successful graduate fellowship program paradigm to your resource requirements. We can build replicable models and scalable solutions for disciplines or career paths with advanced science and technology focuses.

Everyone who manages resources is looking for smart alliances. Creating partnerships resulting in more efficient investments of time and money is what GEM is known for.

- Industry and academia need cutting-edge strategies for training, retaining, and sourcing the best students and employees. At the forefront of graduate education, GEM has been adapting to meet these needs for 30 years.
- From new technical graduate fellowship programs, to leveraging existing programs, to mentoring and train-the-trainer workshops, the GEM Edge is prepared to help your organization or university transform knowledge into innovation.

It takes an Edge to make a 21st-century workforce.

If you want to increase the value of the nation's human capital through these entrepreneurial ventures, you can do it with the GEM Edge.

Contact our office to discuss how we can meet your unique talent-identification needs.

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Sources and Courses

For students, employers, and universities

Resources

For science, engineering, and technology graduate, undergraduate, and precollege students

- training
- publications
- research
- databooks
- guidance
- mentoring

Training: Our Future Faculty and Professional Symposium is geared toward enhancing the success of individuals from underrepresented groups (American Indian, African American, Puerto Rican American, Mexican American, and other Hispanic Americans) with Ph.D.s in academic and non-academic careers. These professional development workshops are designed to:

- enhance the experiences of junior faculty at postsecondary institutions
- offer critical advice on postdoctorate opportunities, including academia, the professorate, entrepreneurship, consulting, and careers in industry
- develop dissertation and grant-writing skills
- convey work/life balance strategies
- improve mentoring

Grad Lab: Getting Ready for Advanced Degrees (GRAD) Lab is a compelling new program motivating undergraduates to apply for funding and admission to graduate school. A customizable and portable model, GRAD Lab can expose underrepresented students to the benefits of pursuing an advanced research and technology degree in a few, high-impact workshops or a seamless, full-day event.

Examples of topics covered include:

- Why graduate school
- Successfully navigating the graduate application process
- Funding opportunities and success strategies to obtain funding
- The graduate school experience for diverse students

Publications: We provide graduate school preparatory resources and guidance to graduate-level students on successful completion of doctoral research programs.

Research: Our work is based on solid research and is driven by a quantifiable need to increase the representation of minorities in engineering and the sciences. We review relevant data sources, national and regional trends, and many other sources, and pass the latest information on to you. We provide opinions from experts in their fields, along with data covering topics from affirmative action to higher education, and more.

Guidance: GEM supplements its programs with guidance and with products of value to students, both undergraduate and graduate. We offer a wide array of publications with information on mentor training, being a mentor, hiring, successful internships, and more. Get a free GEM publication!

Mentoring: Successful organizations motivate their employees to use their talents toward organizational goals. We use the proven strategy of mentoring to transition new hires and to facilitate career development.

Through the work of our collaborative partnerships, the education pipeline is covered from K–12 up to the undergraduate level, while GEM covers graduate school. Meet your diversity, outreach, recruitment, and retention goals.

Check out our website: info@gemfellowship.org.

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