PROGRAM OVERVIEW

The MCB Graduate Program was established in the 1995 through the fusion of two existing graduate programs – the Biochemistry Program at Dartmouth Medical School (now Dartmouth Geisel School of Medicine) and those faculty members from the Department of Biological Sciences at Dartmouth College whose research interests were in the areas of molecular and cellular biology. The resulting MCB Graduate Program has flourished and grown into an interschool/interdepartmental graduate program at Dartmouth. It draws together students and faculty from across Dartmouth including the Department of Biochemistry & Cell Biology, Department of Epidemiology, Department of Microbiology & Immunology, and Department of Molecular & Systems Biology in the Geisel School of Medicine, the Department of Biological Sciences, Department of Chemistry, and Department of Computer Science in the School of Arts & Sciences, and the Thayer School of Engineering. The investigators from these different parts of Dartmouth are unified by the focus of their research programs on understanding the mechanisms of cellular and molecular biology. The diversity of research approaches creates a vibrant interdisciplinary environment for student training that spans bioengineering, bioinformatics, biochemistry, cancer biology, cell biology, developmental biology, genomics, immunology, metabolism, microbiology, molecular biology, molecular pathogenesis, plant biology, proteomics, neurobiology, signal transduction, and structural biology. MCB is the largest and most diverse graduate program at Dartmouth with over 80 faculty members and over 170 students.

The mission of the Molecular and Cellular Biology (MCB) graduate program at Dartmouth is to recruit and train outstanding graduate students and to prepare them for productive careers in biomedical science. The program draws upon a well-funded and experienced faculty that provides training in a rigorous, broad and multidisciplinary array of research expertise in contemporary cell and molecular biology. The combined curricular and co-curricular offerings are designed to ensure that students attain advanced technical (methodological and quantitative approaches), operational (knowledge and experimental design and data interpretation), and professional (communication and professional network) skills needed for success as part of the biomedical workforce.

BUILDING A CULTURE OF DIVERSITY AND INCLUSIVITY

We place a high priority on recruiting underrepresented minority graduate students to Dartmouth. The position of Assistant Dean of Recruiting, Diversity and Communications in the Guarini School of Graduate and Advanced Studies was created to ensure that the composition of our graduate student body continues to move toward an accurate representation of the demographics of the world. The Assistant Dean of Recruiting, Diversity and Communications represents the Guarini School at major conferences for students from Underrepresented Minorities (URM) (Including The Annual Biomedical Conference for Minorities in Science (ABRCMS), The Society for the Advancement of Chicanos and Native Americans in Science (SACNAS), The Historically Black Colleges and Universities Undergraduate Research Program (HBCU-UP), and MARC and McNair programs nationally. The position also represents Dartmouth in the Leadership Alliance, an Academic Consortium "whose mission is to develop underrepresented students into outstanding leaders and role models in academia, business and the public sector". The Assistant Dean of Recruiting, Diversity and Communications position works continually to build relationships with universities to build partnerships and support for URM students who are looking to pursue graduate education.

The Guarini School of Graduate and Advanced Studies at Dartmouth offers the ASURE (Academic Summer Undergraduate Research Experience) program to provide undergraduate students with a structured program of research, networking, and mentoring that will help prepare them for graduate training. Outreach for this program is made to The Leadership Alliance, MARC coordinators and McNair programs nationally. MCB faculty participate as mentors for ASURE students.

MCB offers financial incentives for applicants from underrepresented groups such as substantial scholarships to students from underrepresented groups at the time of their acceptance into the MCB Graduate Program to defray moving expenses, apartment security deposits and 1st month rent. All MCB applications from underrepresented groups are discussed by the entire MCB committee for a detailed evaluation of their experience.

MCB is equally committed to providing opportunities to students with disabilities. The MCB Graduate Program does not actively solicit students to self-report disabilities. The infrastructure for accommodating students with disabilities is available through Dartmouth and Geisel School of Medicine and will be implemented for students in the MCB Graduate Program should the need arise.

SUPPORTING A CULTURE OF INCLUSIVITY

* Actively support equality of opportunity for all persons regardless gender, gender identity, sexual orientation, race, ethnicity, socio-economic status, disability, nationality, political or religious views.
* Make sure our website will be accessible to individuals with disabilities.
* Create and maintain an environment that is welcoming and inclusive for students and faculty.

Faculty/Staff

* Ensure that equal opportunity statements are included in all job descriptions
* Work with HR's Talent Acquisition team and/or IDE during the hiring process
* Be sensitive and responsive to potential retention risks among faculty and staff
* Partner with other departments on campus and the Office of Institutional Diversity and Equity (IDE) around issues of diversity/inclusion that are specific to faculty and staff
* Require faculty and staff to attend sensitivity training provided by IDE

Students

* Continue and increase recruitment efforts at events and in regions with a diverse population included annual recruiting at ABRCMS.
* Partner with other departments on campus around issues of diversity/inclusion-OPAL and Office of Institutional Diversity and Equity (IDE) that are specific to students.
* Maintain partnerships across campus to support graduate students - Institute of Writing and Rhetoric, DCAL, International Office, Student Services, Career Services and OVIS.
* Ensure program administration and leadership are able to address issues of discrimination brought to them in the appropriate manner.
* Ensure all students have access to resources provided through the College and Guarini that support diversity.

FUTURE PLANS TO INCREASE DIVERSITY

* Increase recruiting efforts at conferences for underrepresented minorities

DEFINING SUCCESS

* Increased number of graduate applications and interviews for underrepresented minorities
* Increased number of enrolled underrepresented minority students
* Increased retention of enrolled underrepresented minority students through engagement of support and creation a community that they can thrive in

TRACKING

* Annually review of data for applications, interviews, enrollment and academic standing
* Survey graduate student climate regularly