SUPPLEMENTARY MATERIALS FOR

An HSI-R1 Cross-Campus Partnership Model to Enhance Recruitment and Retention of Underrepresented Students in the Geosciences

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https://doi.org/10.5670/oceanog.2024.102

TABLE S1. Paired pre- and post-survey questions. Values represent the means; bold numbers are significant changes ($p \leq 0.05$) in paired t-tests. Asterisks represent responses with significant differences between the pre-and post-test for at least one cohort. Cohort 3 was interrupted by Covid in the summer of 2020 and was resurveyed, leading to some missing data.

	COHORT 1 2018 n = 13		COHORT 2 2019 n = 14		COHORT 3 2020/2021 n = 11	
	PRE	POST	PRE	POST	PRE	POST
Environmental/geoscience is very interesting	3.9	4.5	4.1	4.4	4.3	4.6
I plan to incorporate environmental/geoscience into my career	3.5	3.5	3.9	3.8	3.7	4.1
*I feel comfortable with my level of environmental/geoscience knowledge	3.2	3.7	3.1	3.9	3.0	3.8
*I understand the types of careers that are available to an environmental/ geoscience major	2.9	3.7	3.0	3.9	2.9	3.9
*I know the steps to take to pursue a career in environmental/geoscience	**2.4**	**3.9**	**2.6**	**3.7**	2.6	3.5
Take environmental/geoscience courses in college	4.2	3.7	3.9	3.7	**3.9**	**4.3**
*Work in an environmental/geoscience lab	**4.2**	**3.5**	4.4	3.6	**3.9**	**4.3**
*Pursue a higher education degree in environmental/geoscience (Master's or Ph.D.)	3.1	2.8	**3.6**	**2.9**	2.9	2.8
Work in the environmental/geoscience field	2.9	2.6	3.2	2.9		3.3
Work in a non-geoscience STEM field for my career that can incorporate environmental/geoscience	3.7	3.4	3.8	3.6		3.9
Work in a STEM field for my career outside of environmental/geoscience	3.6	4.0	4.1	3.9		3.8
Approaching a science professor with a question	4.5	4.3	4.4	4.2	4.1	4.3
Pursue a STEM major in college	4.1	4.5	4.4	4.3	4.6	4.3
Communicating scientific concepts to the general public (friends/family without a scientific background)	4.1	4.2	4.1	4.3	4.0	4.3
Quantitative thinking and problem-solving	3.9	4.2	3.9	4.0	4.2	4.5
*Giving presentations of your scientific work	**3.9**	**4.2**	3.6	4.0	3.6	4.0
*Taking upper-division science lab courses	**3.9**	**4.5**	3.9	4.1	4.0	4.2
*Writing up your scientific research results	3.8	4.0	**3.6**	**4.1**	3.6	4.0
*Doing science literature searches	**3.5**	**4.1**	**3.6**	**4.1**	3.7	4.0

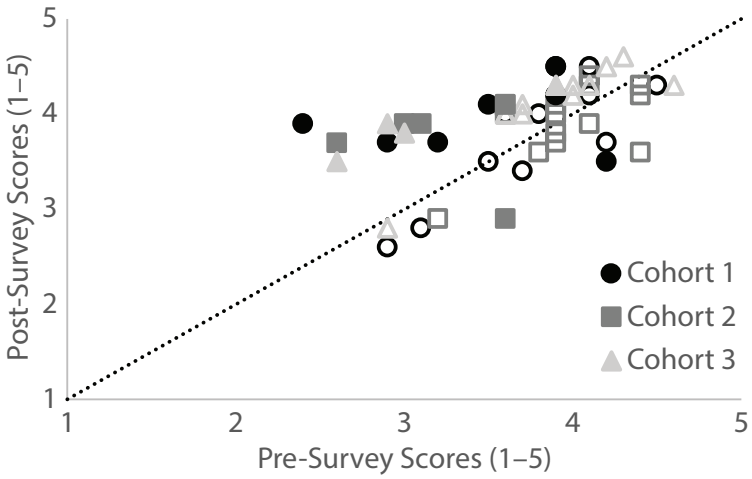

FIGURE S1. Paired pre-survey and post-survey Likert (1–5) responses to 38 questions. Cohort 1 (black circles) n = 13, Cohort 2 (dark gray squares) n = 14, and Cohort 3 (light gray triangles) n = 11. Closed symbols represent significant results ($p \leq 0.05$) in paired t-tests. The dotted line represents the line of equality. Points above the line indicate higher ratings from pre- to post-survey questions.