

THE EQUAL PROTECTION PROJECT
A Project of the Legal Insurrection Foundation
18 MAPLE AVE. #280
BARRINGTON, RI 02806
www.EqualProtect.org

EXHIBITS 1–30

Institute for Recruitment of Teachers (IRT) Consortium Members Schools

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EXHIBIT 1

BOSTON UNIVERSITY

Description:

Boston University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 34 IRT alumni associated with graduate study at Boston University. The compilation lists 1991 as the year the institution joined the consortium.[1]





University-specific documented involvement:

Boston University expressly identifies IRT as part of its diversity recruitment efforts for the Graduate School of Arts & Sciences. The university states, "GRS (Graduate Resources for Diversity & Inclusion) sponsors and participates in various national networks, recruitment events, conferences, and associations that foster diversity and inclusion at the graduate level." The university specifically includes the Institute for Recruitment of Teachers among these organizations.[2]

[1] https://d2e3a5v56wj8r4.cloudfront.net/images/Consortium-Enrollment-1991-2024.pdf [https://archive.is/wip/u1CAi]

[2] https://www.bu.edu/cas/about/diversity-inclusion-cas/resources/grs-diversity-and-inclusion/ [https://archive.is/wip/yPHAc] (accessed November 6, 2026).

GRS Recruitment

GRS actively seeks to recruit and retain students who reflect the diversity of the local and global communities it serves.

- GRS offers admission counseling on all aspects of the application process and serves as a resource to all prospective students.
- GRS offers application fee waivers to all qualifying students:
  - M.A./M.S. waiver
  - Ph.D./M.F.A. waiver
- GRS sponsors and participates in various national networks, recruitment events, conferences, and associations that foster diversity and inclusion at the graduate level. The list includes:
  - Annual Biomedical Research Conference for Minority Students (ABRCMS)
  - The California Forum for Diversity in Graduate Education
  - Grace Hopper Celebration
  - The Institute for Recruitment of Teachers

Boston University also provides application fee waivers to IRT participants. The university's Graduate School of Arts & Sciences offers master's application fee waivers to applicants who provide documentation of their IRT participation or affiliation. Its Ph.D. and M.F.A. application fee waiver policy separately extends eligibility to current IRT participants and alumni from the preceding two years, subject to documentation requirements.[3]

[3] https://www.bu.edu/cas/admissions/ma-ms/apply/fee-waiver/ [https://archive.is/T8Nge] (accessed November 2, 2026).

Application Fee Waiver Eligibility

Special programs, events, and fellowships

We are pleased to offer application fee waivers to those who have participated in the following qualified programs, events, and fellowships. You will need to provide documentation of your participation or affiliation with your request.

- Annual Biomedical Research Conference for Minority Students (ABRCMS)
- Association for Women in Science (AWIS)
- Gates Millennium Scholars Program
- Education Pioneers
- Federal TRIO program
- National Consortium for Graduate Degrees for Minorities in Engineering and Science (GEM)
- Institute for Recruitment of Teachers (IRT)
- Jackie Robinson Foundation

Federal Funding: https://www.usaspending.gov/recipient/6bb5676d-1119-4abb-3c6a-1bdba277e0cd-C/latest

EXHIBIT 2

BOSTON COLLEGE

Description:

Boston University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 84 IRT alumni associated with graduate study at Boston University. The compilation lists 1992 as the year the institution joined the consortium.[4]



University-specific documented involvement:

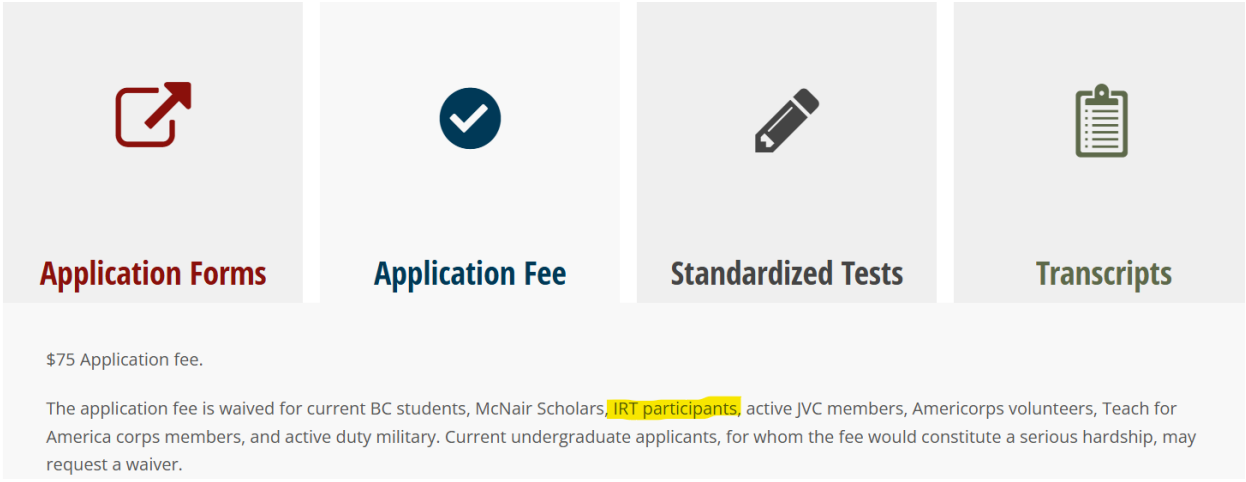
In 2011, Boston College described IRT as one of the "feeder organizations" used by the Lynch School to identify potential applicants for its Leaders in Urban Education program.[5]

> The Bank of America Leaders in Urban Education program will recruit highly qualified graduate students with experience working with community-based organizations focused on improving urban schools. Students will have demonstrated leadership potential through their commitments to groups like Teach for America, City Year, AmeriCorps VISTA and Catholic Volunteer Services. To identify these emerging leaders, the Lynch School will build on its strategic partnerships with feeder organizations like Teach for America and IdeaList.org, Institute for Recruitment of Teachers and California Forums for Diversity in Graduate Education.

[4] https://d2e3a5v56wj8r4.cloudfront.net/images/Consortium-Enrollment-1991-2024.pdf [https://archive.is/wip/u1CAi]

[5] https://www.bc.edu/bc-web/bcnews/news-archive-2011-to-2015/chronicle/2011/topstories/boa071911.html? [https://archive.is/wip/FbBXQ] (accessed November 2, 2026).

Boston College waives the $75 application fee for IRT participants.[6]



Federal Funding: https://www.usaspending.gov/recipient/ca18aabd-5785-795d-5681-14919d3f26ad-C/latest

[6] https://www.bc.edu/content/bc-web/schools/morrissey/departments/physics/graduate/admissions.html?#appid=info-item-1 [https://archive.is/wip/wW2cP] (accessed November 2, 2026).

EXHIBIT 3

BRANDEIS UNIVERSITY

Description:

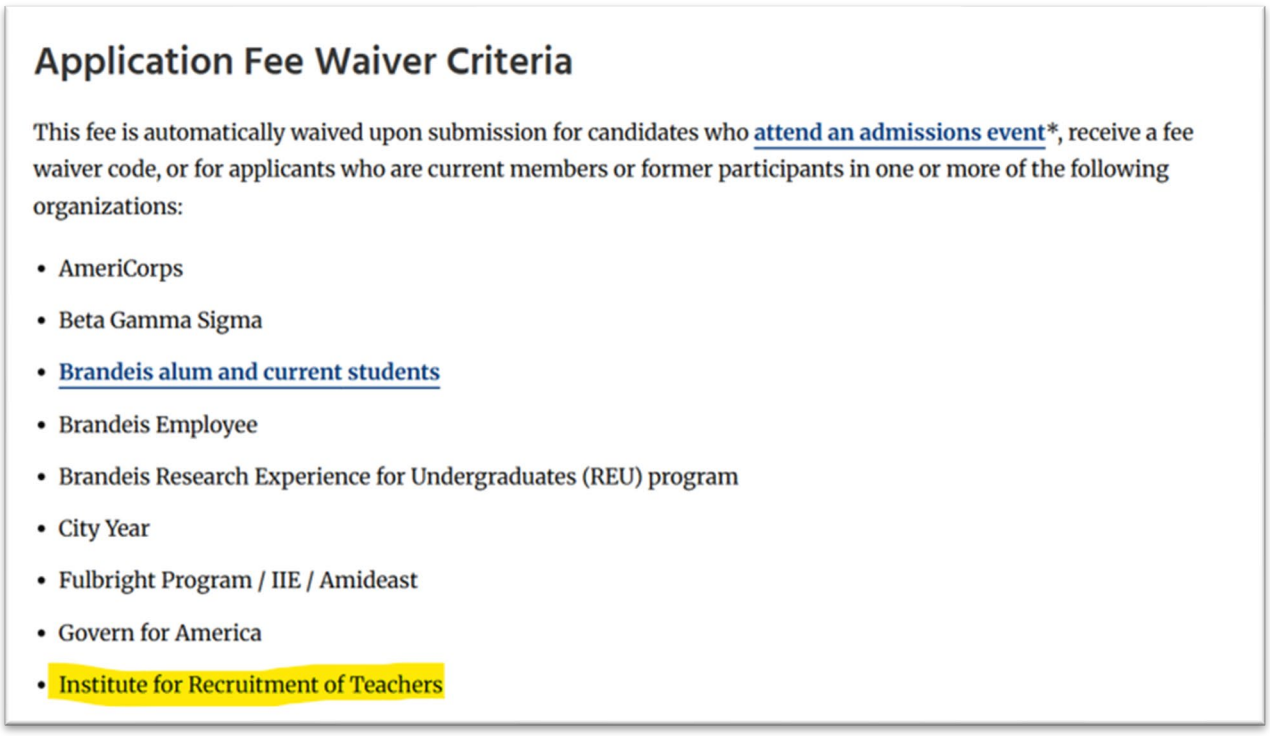
Brandeis University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 11 IRT alumni associated with graduate study at Brandeis University. The compilation lists 1992 as the year the institution joined the consortium.[7]



University-specific documented involvement:

Brandeis University expressly identifies current IRT members and former participants as eligible for an automatically applied graduate application fee waiver upon submission of their applications.[8]

[7] https://d2e3a5v56wj8r4.cloudfront.net/images/Consortium-Enrollment-1991-2024.pdf [https://archive.is/wip/u1CAi] (accessed November 2, 2026).
[8] https://www.brandeis.edu/graduate-admissions/apply/fees-waivers.html [https://archive.is/wip/umYng] (accessed November 2, 2026).



Application Fee Waiver Criteria

This fee is automatically waived upon submission for candidates who attend an admissions event*, receive a fee waiver code, or for applicants who are current members or former participants in one or more of the following organizations:

- AmeriCorps
- Beta Gamma Sigma
- Brandeis alum and current students
- Brandeis Employee
- Brandeis Research Experience for Undergraduates (REU) program
- City Year
- Fulbright Program / IIE / Amideast
- Govern for America
- Institute for Recruitment of Teachers

Brandeis also actively promotes IRT through its university-maintained Teaching Opportunities webpage, identifying the program as an opportunity for students interested in pursuing careers in education.[9]

[9] https://www.brandeis.edu/fellowships/opportunities/categories/teaching.html? [https://archive.is/wip/L42Z5] (accessed November 11, 2026).

Brandeis
UNIVERSITY

Academic Fellowships

Home / Fellowship Opportunities / **Teaching Opportunities**

About Academic Fellowships
Getting Started
Fellowship Opportunities
Student Bios and Stories
Campus Resources
Connect With Us
Home

Teaching Opportunities

- English Program in Korea
- Fulbright U.S. Student Program — ETA
- Institute for Recruitment of Teachers
- Japan Exchange and Teaching Program
- Teach For America
- Teaching Assistant Program In France (TAPIF)

Federal Funding: https://www.usaspending.gov/recipient/cbfadf27-8176-30f2-9f5f-7e229ff247ef-C/latest

EXHIBIT 4

BROWN UNIVERSITY

Description:

Brown University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 82 IRT alumni associated with graduate study at Brown University. The compilation lists 1992 as the year the institution joined the consortium.[10]

ANDOVER

Brown University

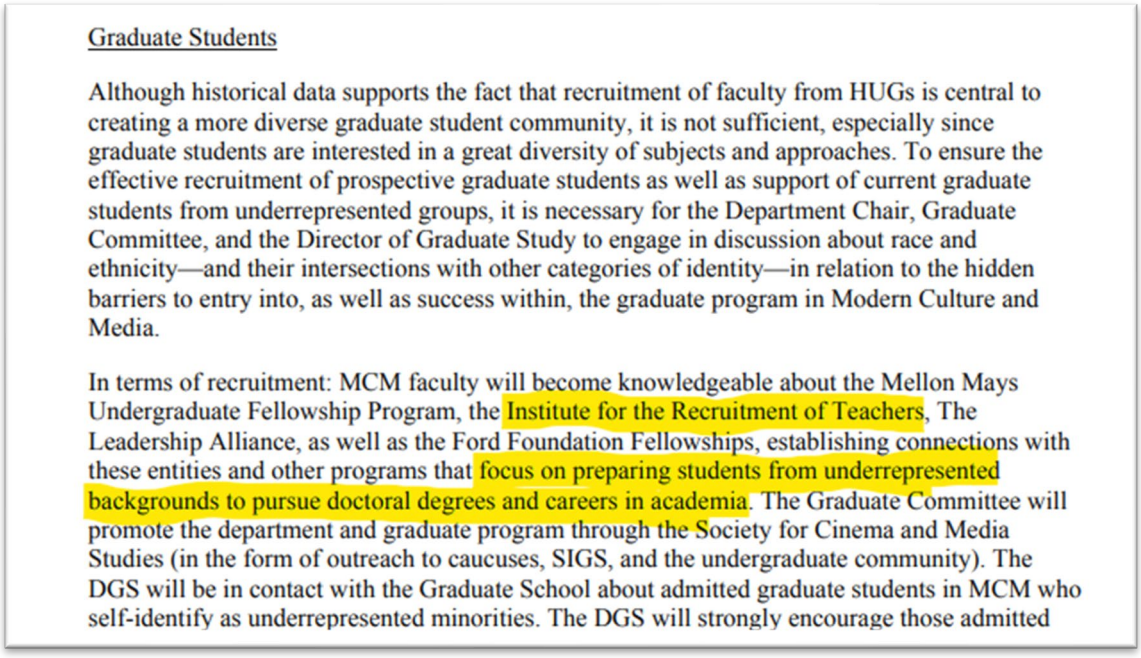
Providence, RI, United States

University-specific documented involvement:

In 2016, Brown University expressly identified IRT as part of its diversity-focused graduate recruitment strategy. The university stated that its faculty would establish connections with IRT and other programs "that focus on preparing students from underrepresented backgrounds to pursue doctoral degrees and careers in academia."[11]

[10] https://d2e3a5v56wj8r4.cloudfront.net/images/Consortium-Enrollment-1991-2024.pdf [https://archive.is/wip/u1CAi]

[11] https://web.archive.org/web/20240521221925/https://www.brown.edu/web/documents/ddiap/ModernCultureMedia.DIAP.Sept2016.pdf

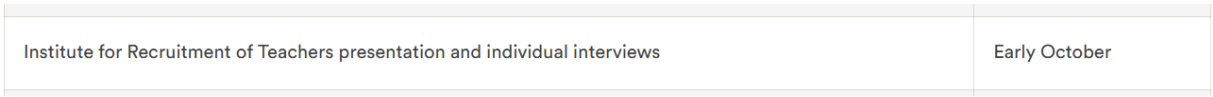


Graduate Students

Although historical data supports the fact that recruitment of faculty from HUGs is central to creating a more diverse graduate student community, it is not sufficient, especially since graduate students are interested in a great diversity of subjects and approaches. To ensure the effective recruitment of prospective graduate students as well as support of current graduate students from underrepresented groups, it is necessary for the Department Chair, Graduate Committee, and the Director of Graduate Study to engage in discussion about race and ethnicity—and their intersections with other categories of identity—in relation to the hidden barriers to entry into, as well as success within, the graduate program in Modern Culture and Media.

In terms of recruitment: MCM faculty will become knowledgeable about the Mellon Mays Undergraduate Fellowship Program, the Institute for the Recruitment of Teachers, The Leadership Alliance, as well as the Ford Foundation Fellowships, establishing connections with these entities and other programs that focus on preparing students from underrepresented backgrounds to pursue doctoral degrees and careers in academia. The Graduate Committee will promote the department and graduate program through the Society for Cinema and Media Studies (in the form of outreach to caucuses, SIGS, and the undergraduate community). The DGS will be in contact with the Graduate School about admitted graduate students in MCM who self-identify as underrepresented minorities. The DGS will strongly encourage those admitted

Brown's Mellon Mays Undergraduate Fellowship program also identifies an IRT presentation and individual interviews in its published sample calendar, demonstrating that IRT conducts recruitment activities directly with Brown students.[12]



Institute for Recruitment of Teachers presentation and individual interviews	Early October

Federal Funding: https://www.usaspending.gov/recipient/378fe7f9-e157-cd75-80cc-97cbe1a426db-C/latest

[12] https://mellonmays.brown.edu/about [https://archive.is/wip/xUoOe] (accessed November 2, 2026).

EXHIBIT 5

COLUMBIA UNIVERSITY

Description:

Columbia University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 35 IRT alumni associated with graduate study at Columbia University. The compilation lists 1998 as the year the institution joined the consortium.[13]

ANDOVER

Columbia University

New York, NY, United States

University-specific documented involvement:

In its 2003–2004 Minority Recruitment Plan, Teachers College, Columbia University expressly identified IRT as part of its efforts to recruit minority graduate students. The university reported that it "presented at the annual information sessions of the Institute for the Recruitment of Teachers, which assists African American, Latino, and Native American students to complete master's and doctoral degrees in education."[14]

applicants;

- presented at the annual information sessions of the Institute for the Recruitment of Teachers, which assists African American, Latino, and Native American students to complete master's and doctoral degrees in education.

The Office of Admission intends to continue and expand its minority recruitment initiatives in AY 2004-2005. In addition to the above events, the Office is planning to hold an on-campus yield event for the newly admitted candidates of color. Candidates will have the opportunity to explore their programs of study in more depth, meet with current candidates and faculty, and

[13] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[14] https://www.tc.columbia.edu/media/administration/accreditation/2005-NCATE-Institutional-Report.pdf? [https://archive.is/wip/lHq6x] (accessed November 6, 2026).

Columbia University's relationship with IRT has continued. Its Graduate School of Arts and Sciences currently identifies IRT as a graduate recruitment partner and expressly states that it conducts outreach to cohorts participating in IRT-sponsored programs.[15]



Federal Funding: https://www.usaspending.gov/recipient/378fe7f9-e157-cd75-80cc-97cbe1a426db-C/latest

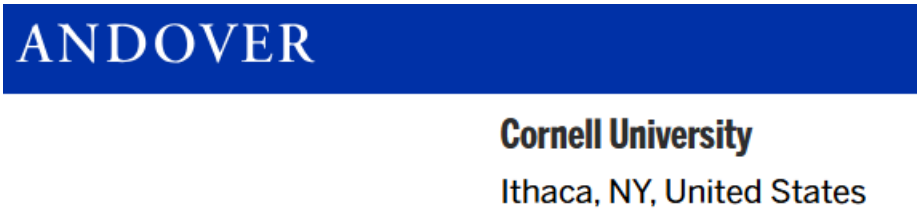
[15] https://www.gsas.columbia.edu/access-and-engagement? [https://archive.is/wip/UNp7i] (accessed November 2, 2026).

EXHIBIT 6

CORNELL UNIVERSITY

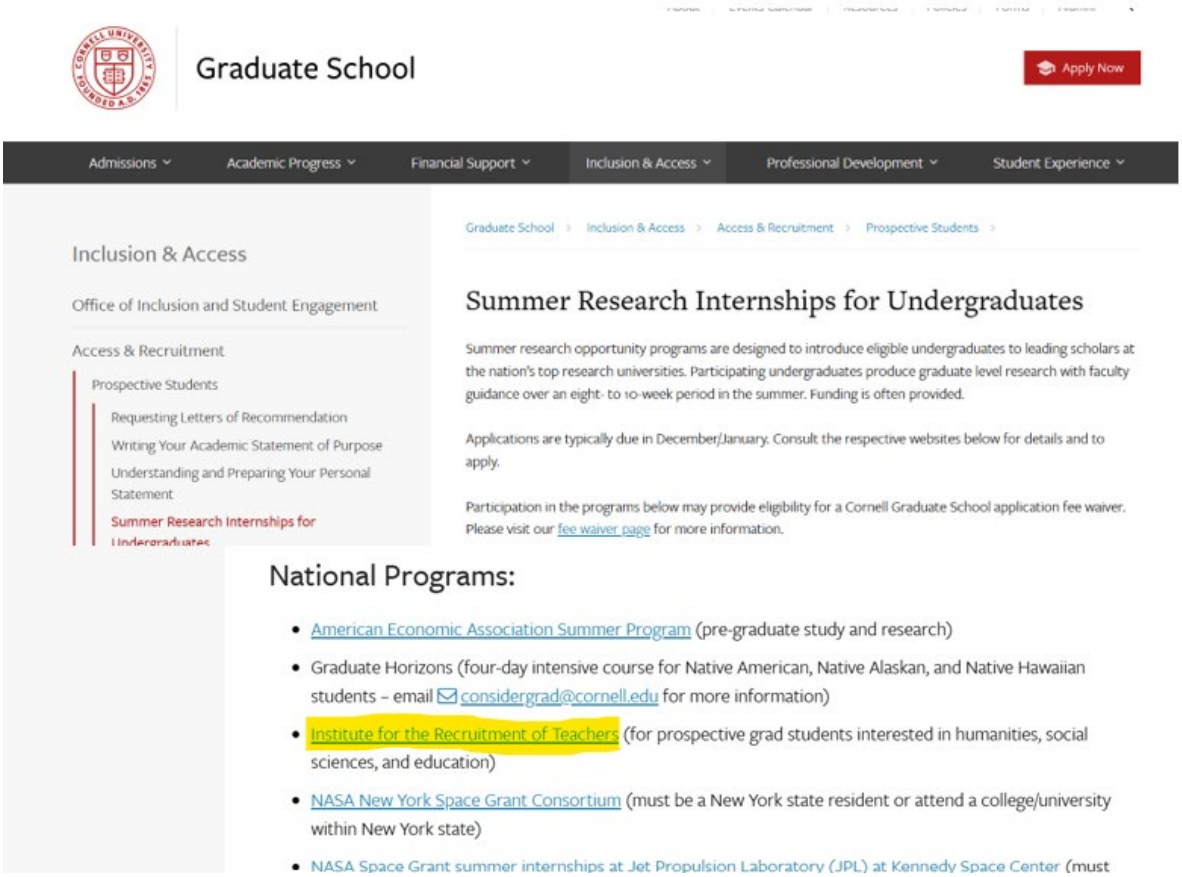
Description:

Cornell University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 43 IRT alumni associated with graduate study at Cornell University. The compilation lists 2001 as the year the institution joined the consortium.[16]



Cornell University promotes IRT through its Office of Inclusion and Student Engagement webpage.[17] IRT has also identified Cornell among the universities where IRT participants have received partial or full funding for graduate study.[18]

[16] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[17] https://gradschool.cornell.edu/inclusion/recruitment/prospective-students/summer-research-internships-for-undergraduates/ [https://archive.is/wip/SXUzT] (accessed November 8, 2026).
[18] https://irtblog.andover.edu/2019/06/27/2018-cohort-matriculation-news/ [https://archive.is/wip/Dstc7] (accessed November 8, 2026).



Federal Funding: https://www.usaspending.gov/recipient/8c3617e9-a213-5748-732e-c98dc05d3232-C/latest

EXHIBIT 7

DUKE UNIVERSITY

Description:

Duke University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 51 IRT alumni associated with graduate study at Duke University. The compilation lists 1997 as the year the institution joined the consortium.[19]



Duke University
Durham, NC, United States

University-specific documented involvement:

In 2016, a Duke University Assistant Dean described the university's use of diversity-focused recruitment efforts and its relationship with IRT, stating: "I build outside relationships not only with students but with national consortia like the Institute for Recruitment of Teachers, where I recruit many of our humanities and social sciences students."[20]

[19] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[20] https://today.duke.edu/2015/06/bdowkendrick [https://archive.is/wip/9muwa] (accessed November 8, 2026).

PUBLISHED JUNE 1, 2015 IN CAMPUS, WORKING@DUKE

HELPING STUDENTS PUT MIND OVER MATTER

Alan Kendrick recruits and advises students through The Duke Graduate School



Alan Kendrick, on left, helps mentor students as part of his role in The Duke Graduate School. Photo courtesy of Alan Kendrick

INTERVIEWED BY APRIL DUDASH

SHARE THIS STORY

Name: (James) Alan Kendrick**Position**: Assistant dean for graduate student development, The Duke Graduate School**Years at Duke**: 6**What I do at Duke**: I am involved with research, master's and Ph.D. students from entry to exit. I do recruit new talent and I pay particular attention to diversity in our recruitment efforts. It's not just good enough to bring students here and get them admitted, but once they do get here, I focus on retention. I build outside relationships not only with students but with national consortia like the Institute for Recruitment of Teachers, where I recruit many of our humanities and social sciences students. I'm really a liaison between Duke, The Graduate School and outside organizations. I also do alumni relations, which has grown and developed over time. **My first ever job**: I waited tables at the Silver Spoon Restaurant in Atlanta. If you get a wait job

Duke also expressly identifies IRT Scholars among participants in external programs who are eligible to request graduate application fee waivers, subject to the university's published eligibility criteria.[21]

[21] https://gradschool.duke.edu/admissions/application-instructions/application-fee/ [https://archive.is/wip/XqO59] (accessed November 2, 2026).

External Programming

- Amgen Scholars Program, U.S. Program
- Científico Latino Graduate School Mentorship Initiative (GSMI) Scholar
- Fulbright U.S. Student Program Award Recipient
- Institute for Recruitment of Teachers (IRT) Scholar

In a Duke interview, a graduate-school assistant dean described building relationships with IRT and recruiting humanities and social science students through that organization.[22]

Federal Funding: https://www.usaspending.gov/recipient/6f191f83-6024-f2be-3012-4b740b10ac7a-C/latest

[22] https://today.duke.edu/2015/06/bdowkendrick [https://archive.is/wip/EuFCW] (accessed November 4, 2026).

EXHIBIT 8

EMORY UNIVERSITY

Description:

Emory University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 38 IRT alumni associated with graduate study at Emory University. The compilation lists 1996 as the year the institution joined the consortium.[23]

ANDOVER

Emory University

Atlanta, GA, United States

University-specific documented involvement:

In 2021, Emory University identified IRT as a "diversity-focused organization" used to "identify and connect with diverse scholars."[24]

Recruitment/Retention

To ensure successful matriculation and completion, retention is key. EDGE maintains a sustained engagement with graduate programs and faculty leadership around diversity issues. Particular points of engagement include: 1) Annual Reports and 2) Annual Recruitment and Admission Meetings.

Additionally, EDGE partners with diversity-focused organizations to identify and connect with diverse scholars. These include:

- IRT (Institute for the Recruitment of Teachers)
- Hispanic Association of Colleges and Universities (HACU)
- McNair Scholars Program
- Mellon Mays Scholars Program
- National Consortium for Graduate Degrees for Minorities in Science (GEM)
- National Name Exchange
- The United Negro College Fund (UNCF)

23

[23] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[24] https://economics.emory.edu/documents/2021-learning-while-living-in-atlanta.pdf [https://archive.is/wip/wF1Bv] (accessed November 2, 2026).

Emory continues to promote IRT by listing its Summer Workshop and Associate Program as an external opportunity for Mellon Mays fellows and alumni.[25]

History Major Nayive Gaytán Among Newest Institute for Recruitment of Teachers Fellows

GRANTS AND FELLOWSHIPS, UNCATEGORIZED, UNDERGRADUATE STUDENTS

Congratulations to Emory History major Nayive Gaytán, who has been accepted in the Institute for Recruitment of Teachers' 2020/2021 cohort. The IRT supports "talented underserved and underrepresented students, students of color, and students who are committed to issues of social justice, diversity, and equity in education" throughout the graduate school application process. Nayive will be applying to PhD programs in History and Spanish this year.

Federal Funding: https://www.usaspending.gov/recipient/4d4ce585-e95e-2593-758c-86dc120820ad-C/latest

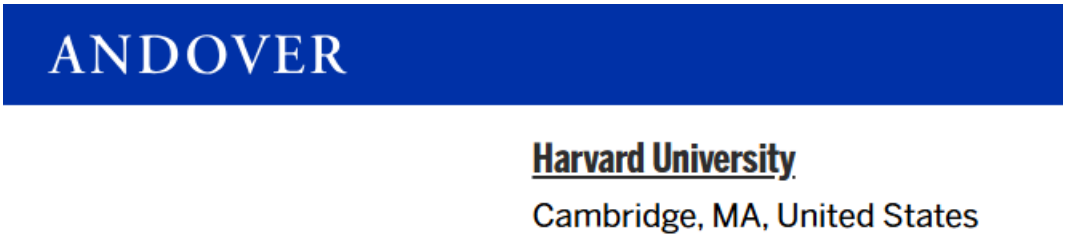
[25] https://mellonmays.emory.edu/forms-resources/index.html? [https://archive.ph/wip/T6Pkf] (accessed November 2, 2026).

EXHIBIT 9

HARVARD UNIVERSITY

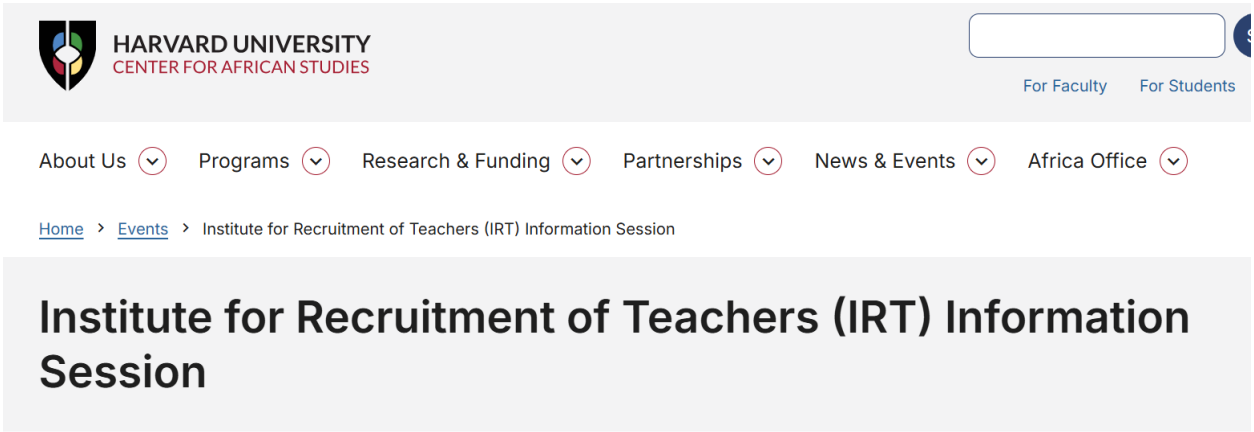
Description:

Harvard University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 115 IRT alumni associated with graduate study at Harvard University. The compilation lists 1992 as the year the institution joined the consortium.[26]



University-specific documented involvement:

Harvard University publicized a February 1, 2017, IRT information session held at the Harvard Graduate School of Education. The announcement described IRT's mission of addressing "the lack of diversity in the nation's teaching faculties by recruiting outstanding students of color" and promoted graduate application fee waivers and other application assistance available through IRT. Harvard also expressly acknowledged its longstanding relationship with IRT, stating that "Harvard has had an outstanding record of matriculating students via the IRT."[27]



[26] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[27] https://africa.harvard.edu/event/institute-recruitment-teachers-irt-information-session? [https://archive.is/wip/S2oQs] (accessed November 4, 2026).

Federal Funding: https://www.usaspending.gov/recipient/81e3f12d-5809-de22-dbd3-10b61910a90c-C/latest

EXHIBIT 10

NEW YORK UNIVERSITY

Description:

New York University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 88 IRT alumni associated with graduate study at New York University. The compilation lists 1993 as the year the institution joined the consortium.[28]



New York University
New York, NY, United States

University-specific documented involvement:

In the early 2000s, NYU expressly identified IRT as part of its outreach efforts "to enroll, retain, and graduate students of African, Latino, and Asian descent."[29] In 2019, IRT identified NYU among the universities where IRT participants received graduate admissions offers associated with partial or full funding.[30]

[28] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[29] https://web-docs.stern.nyu.edu/old_web/aboutstern/publications/mba_bulletin2000.pdf? [https://archive.is/wip/l23cT] (accessed November 4, 2026).
[30] https://irtblog.andover.edu/2019/06/27/2018-cohort-matriculation-news/? [https://archive.is/Dstc7] (accessed November 2, 2026).

Office for African American, Latino, and Asian American Student Services

The Office for African American, Latino, and Asian American Student Services (OASIS) is responsible for providing a broad array of outreach programs, services, and activities to assist the University in its efforts to enroll, retain, and graduate students of African, Latino, and Asian descent. Services and programs offered through OASIS include the following:

EDUCATIONAL AND CULTURAL PROGRAMS

- Educational and Cultural Institute/UnderOneRoof
- Asians in America Conference
- D-Day
- The -ISM Project

STUDENT DEVELOPMENT AND LEADERSHIP TRAINING

- Leadership Institute Internship
- Three-Tier Mentorship Program
- FACTS Program
- OASIS Envoys
- Diversity Education Internship
- The Leadership Resource Center

ACADEMIC ENRICHMENT SERVICES

- Strategic Networking for Academic Performance (SNAP)
- OASIS Learning Initiative
- Timbuktu Academic Resource Center

GRADUATE AND PROFESSIONAL SCHOOL OUTREACH

- Graduate School Forum
- Binary Solutions
- Law School Fair
- Institute for the Recruitment of Teachers
- Career Advantage Internship Program
- Career Advantage Internship Résumé Book
- Career-NET

ALUMNI INITIATIVES

- Life After NYU Series
- Alumni Links
- Asian/Pacific American Alumni
- Alumni of Color

SOCIAL AND CULTURAL PROGRAMS

- Welcome Reception
- Open Houses
- Nia Awards Celebration
- University Commencement Reception
- OASIS in the Community Day

The office, located at 31 West Fourth Street, 3rd Floor, is open from 9 a.m. to 5 p.m., Monday through Friday; telephone: (212) 998-4343.

NYU's relationship with IRT continues today, as the university maintains its consortium membership and expressly identifies IRT participants as eligible for graduate application fee waivers.[31]

Application Fee Waivers



Graduate application fee waivers may be available to you!

Graduate application fee waivers are provided for the following groups of candidates:

- Fulbright or other sponsored students being placed through an agency such as IIE
- Participants in the Institute for Recruitment of Teachers (IRT)
- McNair scholars

Federal Funding: https://www.usaspending.gov/recipient/c07787b9-15d4-d1eb-4f0c-2e0b30320bfb-C/latest

[31] https://steinhardt.nyu.edu/admissions/how-apply/graduate-students/application-fee-waivers [https://archive.is/wip/1XnBC] (accessed November 2, 2026).

EXHIBIT 11

PURDUE UNIVERSITY

Description:

Purdue University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 96 IRT alumni associated with graduate study at Purdue University. The compilation lists 1992 as the year the institution joined the consortium.[32]



Purdue University
West Lafayette, IN, United States

University-specific documented involvement:

Purdue University has historically highlighted its success in recruiting IRT participants, reporting that it ranked second nationally among consortium members in enrolling IRT students. The university described IRT as a program focused on "Minority Teacher Enrollment." Purdue has continued to promote IRT in subsequent years, including hosting informational events to educate students about the program and its opportunities.[33]

[32] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[33] https://web.archive.org/web/20240425034041/https://www.purdue.edu/aaarcc/documents/4.-February-4.pdf

ALUM SECURES $2 MILLION GRANT FOR MINORITY TEACHER RECRUITMENT

K. KELLY WISE (BA 1952, English) secured an unprecedented endowment for the Institute for Recruitment of Teachers at Phillips Academy Andover in Massachusetts. Wise founded the IRT in 1990. The Andrew W. Mellon Foundation awarded $2 million to the IRT, whose mission is to deepen the pool of talented minorities entering the teaching profession.

"The IRT recruits students with bright minds and glowing hearts who want to recharge classrooms with inspired teaching and dynamic curricula. It is the quality of these students that distinguishes the IRT," says Wise, executive director. "This grant from Mellon helps ensure the longevity of the program and underscores the national need for teachers' recruitment and retention."



Each year, the institute supports — throughout the graduate school application process — outstanding college students and graduates from diverse backgrounds. In a consortium of 43 universities, Purdue ranks second in enrolling IRT students.

Campus Events



Learn about how the IRT can help you with the graduate school application process!

IRT

Students interested in graduate studies in the Arts, Humanities, Social Sciences, Mathematics, Computer Science and Education are encouraged to attend!

INFORMATION SESSION:
Date: February 4
Time: 5 PM
Location: BRNG 1284

For more information, please contact: Monica Reum, Recruitment & Admission Program Specialist at mreum@andover.edu or visit us at irt.andover.edu

Tuesday, February 4, 2020
Time: 5 - 6 PM
Location: BRNG 1284

Are you considering graduate school in the arts, humanities, social sciences, mathematics, computer science, or education? Are you supporting students who are considering graduate school?

Please join us to learn more about the Institute for the Recruitment of Teachers , a program to support first generation students and students from historically underrepresented communities by **workshopping applications, offering paid summer intensive courses, and paying for graduate school applications** as you apply to graduate programs.

For more information, please visit the IRT website or contact Monica Reum, Recruitment and Admission Program Specialist at mreum@andover.edu. If you know in advance

//mailimages.purdue.edu/vo/?FileID=4f72dd41-58e2-4cd1-9a4d-1c6b88cdd1c3&m=&MailID=38859025&listid=124807&RecipientID=0

Purdue currently includes IRT among recognized graduate recruitment programs for application fee waivers.[34]

- **Institute for Recruitment of Teachers Program** – must be selected and participate in their summer program.

Federal Funding: https://www.usaspending.gov/recipient/3d0e924f-2881-5f66-8511-7122b17340d9-C/latest

[34] https://www.purdue.edu/academics/ogsps/admissions/how-to-apply/ [https://archive.is/wip/W0GBy] (accessed November 4, 2026).

EXHIBIT 12

PRINCETON UNIVERSITY

Description:

Princeton University is a member of the IRT Consortium, as listed on IRT's official consortium roster.[35] IRT's published consortium enrollment compilation for 1991–2024 lists 37 IRT alumni associated with graduate study at Princeton University. The compilation lists 1993 as the year the institution joined the consortium.[36]



Princeton University
Princeton, NJ, United States

University-specific documented involvement:

Princeton lists IRT among the programs whose current or former participants may request a graduate application fee waiver.[37]

35 https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
36 https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
37 https://gradschool.princeton.edu/admission-onboarding/prepare/application-fee [https://archive.is/wip/aKqnu]

Application Fee

Fee and Payment

A nonrefundable **$90** application fee is required with your application. Fees are paid online through the application portal.

Fee Waiver Requests

Eligibility +

Participating Programs −

- AmeriCorps
- American Physical Society (APS)
- Aspiring Scholars and Professionals Program (ASAP)
- Black in AI
- Cientifico Latino Graduate School Mentorship Program (GSMI)
- CORO Fellows
- IIE/Fulbright
- Institute for Recruitment of Teachers (IRT)
- Latinx in AI
- Leadership Alliance

Federal Funding: https://www.usaspending.gov/recipient/9c1ec395-7a2e-ac81-70e3-371cfa83f023-C/latest

EXHIBIT 13

RICE UNIVERSITY

Description:

Rice University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 13 IRT alumni associated with graduate study at Rice University. The compilation lists 2002 as the year the institution joined the consortium.[38]

ANDOVER

Rice University
Houston, TX, United States

University-specific documented involvement:

Rice University expressly identifies IRT among the programs whose participants are eligible for graduate application fee waivers.[39]

Application Fees

- **PhD Program:** Application fee is waived
- **MECE and MDH Program:** There is an application fee of $85 that can be paid by credit card or checking account.

NOTE: MECE and MDH applicants with financial needs may be eligible for application fee waivers from the organizations listed below. Otherwise, the application fee for these programs WILL NOT be waived.

- Institute for Recruitment of Teachers
- McNair Scholar Program
- Nankai University Hundred Young Teachers Program
- Project 1000

Federal Funding: https://www.usaspending.gov/recipient/7c6d4e6a-e5c4-b348-571b-42f4d585f5a8-C/latest

[38] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[39] https://www.ece.rice.edu/academics/graduate-programs/graduate-admissions [https://archive.is/wip/O5Jg5] (accessed November 9, 2026).

EXHIBIT 14

RUTGERS UNIVERSITY

Description:

Rutgers University is a member of the IRT Consortium, as listed on IRT's official consortium roster.[40] IRT's published consortium enrollment compilation for 1991–2024 lists 44 IRT alumni associated with graduate study at Rutgers University. The compilation records membership from 1992 to 2016 and reentry in 2018.[41]

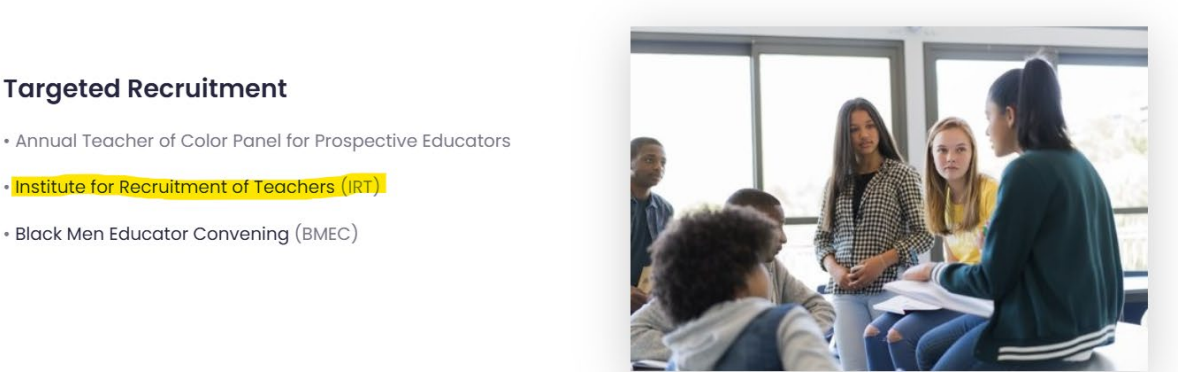
ANDOVER

Rutgers University

Lakewood, NJ, United States

University-specific documented involvement:

Rutgers Graduate School of Education identifies IRT under its targeted recruitment efforts.[42]



Federal Funding: https://www.usaspending.gov/recipient/83d0dcf4-2a9e-ab83-7a4e-b740e9121600-C/latest

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[41] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[42] https://gsediverseteachers.rutgers.edu/ongoing-efforts? [https://archive.is/wip/gU52m] (accessed November 9, 2026).

EXHIBIT 15

STANFORD UNIVERSITY

Description:

Stanford University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 83 IRT alumni associated with graduate study at Stanford University. The compilation lists 1996 as the year the institution joined the consortium.[43]





In its 2016 accreditation report, Stanford University expressly identified IRT as part of its targeted recruitment efforts to attract students from historically underrepresented backgrounds. The university stated, "During the admissions process, the program engages in a variety of outreach practices both to garner a broad applicant pool and also to specifically engage diverse applicants." Stanford further explained that it "specifically encourages applicants from historically underrepresented backgrounds" and identified IRT among the organizations involved in these recruitment efforts.[44]

[43] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[4444] https://ed.stanford.edu/sites/ed/files/step/page/standard_5.pdf [https://archive.is/wip/lzyc2] (accessed November 9, 2026).

- **Engage in targeted outreach of historically underrepresented groups:** During the admissions process, the program engages in a variety of outreach practices both to garner a broad applicant pool and also to specifically engage diverse applicants. STEP specifically encourages applicants from historically underrepresented backgrounds. Recently, the GSE has established new initiatives to expand outreach to HBCUs and Hispanic serving institutions, which will also enhance our outreach to diverse applicants in STEP. In addition, STEP has formed partnerships with national organizations that identify high school students and undergraduates of color who show high academic promise and who have expressed an interest in teaching. For example, each year representatives from STEP participate in events with the Phillips Academy Institute for Recruitment of Teachers and in the Breakthrough Collaborative, two organizations that support young students in becoming teachers. Program representatives also attend Idealist Grad Fairs across the country to meet applicants interested in public service and education careers. In addition, the program cultivates ongoing **relationships with faculty members** at local and state universities, such as San Jose State University, CSU East Bay, and San Francisco State University, who teach undergraduates from diverse backgrounds interested in pursuing careers in education.

Stanford also provides graduate application fee waivers to IRT participants, demonstrating that its relationship with IRT continues today.[45]

- Howard University Karsh STEM Scholars Program
- Institute for the Recruitment of Teachers (IRT)

Federal Funding: https://www.usaspending.gov/recipient/0c13d643-4334-38ed-1952-0db7e2ac5e56-C/latest

[45] https://gradadmissions.stanford.edu/apply/application-fee/program-participation-waivers/eligible-programs [https://archive.is/wip/1JdwL] (accessed November 9, 2026).

EXHIBIT 16

UNIVERSITY OF ARIZONA

Description:

University of Arizona is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 26 IRT alumni associated with graduate study at University of Arizona. The compilation lists 2008 as the year the institution joined the consortium.[46]



Federal Funding: https://www.usaspending.gov/recipient/4f121097-1173-861e-ba01-a877858acd3d-C/latest

[46] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

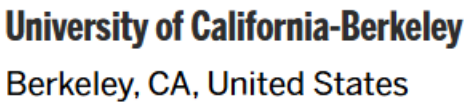
EXHIBIT 17

UNIVERSITY OF CALIFORNIA, BERKELEY

Description:

University of California, Berkeley is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 79 IRT alumni associated with graduate study at University of California, Berkeley. The compilation lists 2005 as the year the institution joined the consortium.[47]





University-specific documented involvement:

UC Berkeley expressly identifies IRT among the programs whose participants qualify for graduate application fee waivers. On a separate university webpage, Berkeley acknowledges IRT's diversity-focused recruitment mission, stating that "IRT addresses the lack of diversity in the nation's teaching faculties by recruiting outstanding students of color."[48]

Fee assistance & waivers for applications

- Many, but not all, graduate/professional schools allow for the waiver of the admission application fee based on need. Call each program you are applying to and inquire about this option.
- Cal Student Central can provide low-income students with a Letter of Low Income Verification that can be used for admission application fee waivers.

The following programs offer a strong amount of services, including advising, mentorship, and various forms of financial assistance, throughout your process of pursuing graduate school:

- Institute for Recruitment of Teachers (IRT): IRT addresses the lack of diversity in the nation's teaching faculties by recruiting outstanding students of color and other scholars committed to diversity, counseling them through the graduate school application process, and advocating for sufficient funding for advanced study. IRT graduates have enjoyed remarkable success securing jobs as K-12 teachers, counselors and principals, as well as professors, university administrators and leaders.
- McNair Scholars Program: The McNair Scholars Program prepares selected UC Berkeley undergraduates for graduate study at the doctoral level. Each year

Berkeley's EOP page separately promotes IRT as a source of graduate preparation advising and financial-aid advocacy.

Federal Funding: https://www.usaspending.gov/recipient/a4c4f216-f282-06dc-89dd-786da0447074-C/latest

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[47] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[48] https://eop.berkeley.edu/node/116? [https://archive.is/wip/IjKaC] (accessed November 9, 2026).

EXHIBIT 18

UNIVERSITY OF CALIFORNIA, DAVIS

Description:

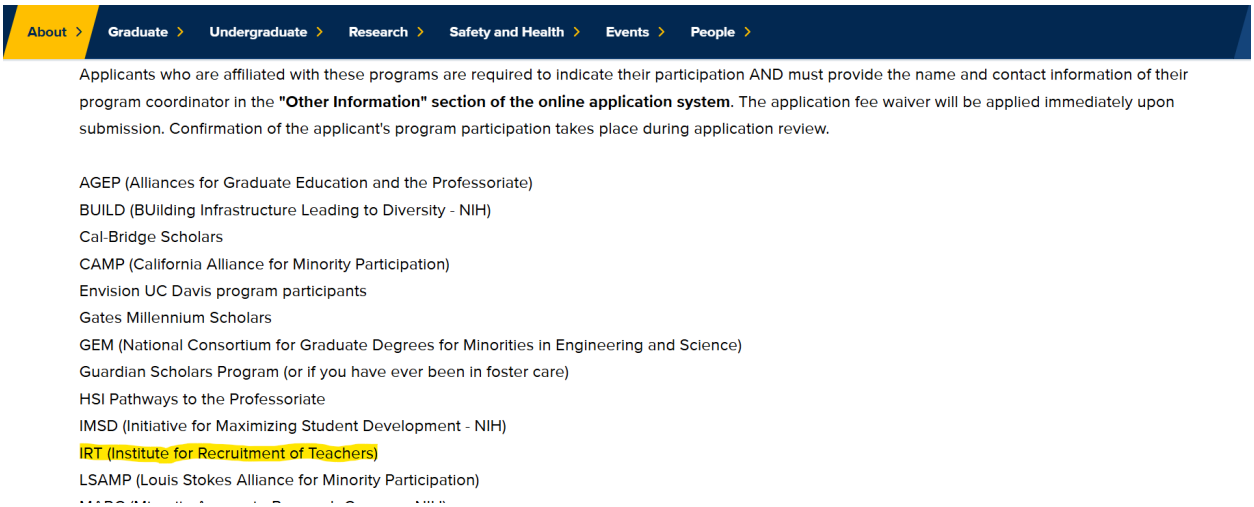
University of California, Davis is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 24 IRT alumni associated with graduate study at University of California, Davis. The compilation lists 2002 as the year the institution joined the consortium.[49]

ANDOVER

University of California-Davis
Davis, CA, United States

University-specific documented involvement:

UC Davis lists IRT among qualifying programs for an application fee waiver.[50]



Federal Funding: https://www.usaspending.gov/recipient/1e2f11d9-030b-5288-d89f-1f6fd7f111f3-C/latest

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[49] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[50] https://chemistry.ucdavis.edu/graduate/prospective-students/frequently-asked-questions? [https://archive.is/wip/03ST0] (accessed November 9, 2026).

EXHIBIT 19

UNIVERSITY OF CALIFORNIA, SAN DIEGO

Description:

University of California, San Diego is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 13 IRT alumni associated with graduate study at University of California, San Diego. The compilation lists 1996 as the year the institution joined the consortium.[51]

ANDOVER

University of California-San Diego
La Jolla, CA, United States

University-specific documented involvement:

In 2009, UC San Diego expressly identified IRT as part of its efforts "to ensure inclusion of underrepresented students" in graduate education.[52] The university's relationship with IRT continues today, as UC San Diego identifies IRT among its eligible graduate preparation programs for graduate application fee waivers.[53]

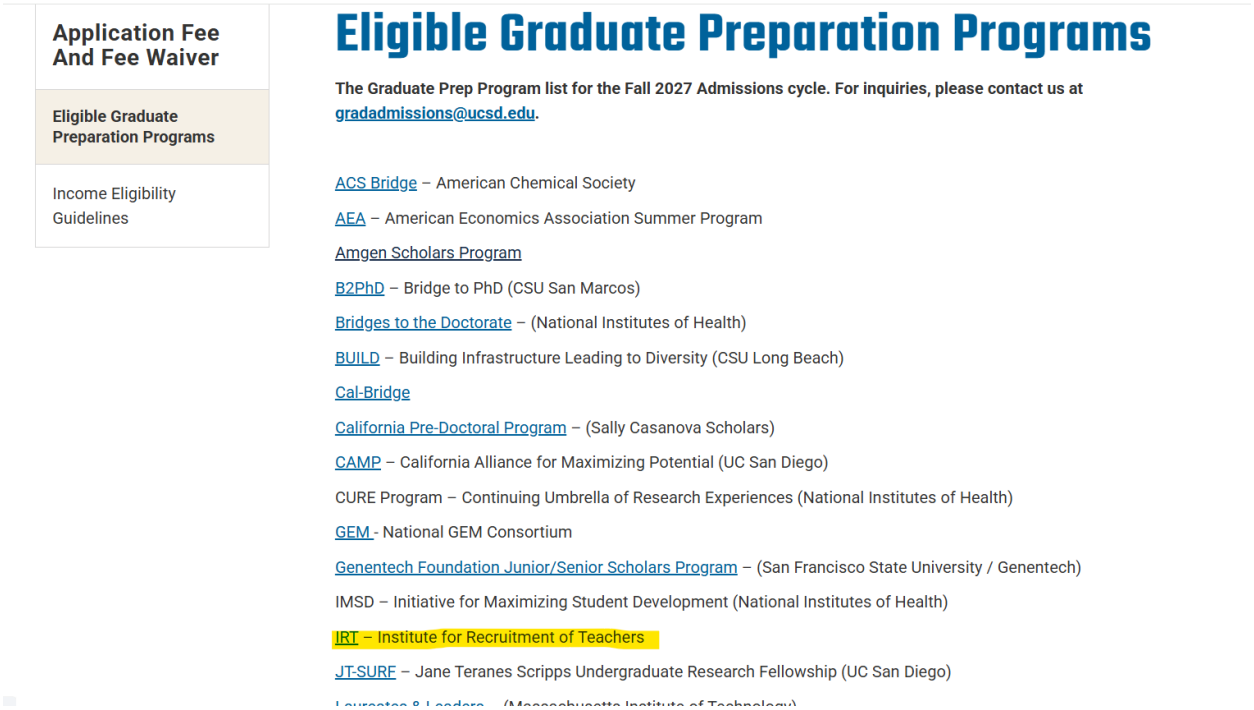
[51] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[52] https://accreditation.ucsd.edu/_files/2009--EER-Report.pdf [https://archive.is/wip/jWvq1] (accessed November 9, 2026).
[53] https://www.grad.ucsd.edu/admissions/requirements/application-fee-and-fee-waiver/eligible%20-grad-prep-programs.html [https://archive.is/wip/FeWwS] (accessed November 9, 2026).

research. Two examples of specific programs targeted to enrich the diversity of graduate students follow.

1. The Diversity Outreach Collaboration, which includes fairs, visits, and presentations, coordinates recruitment efforts among 22 institutions. OGS staff members work with participants to provide contact materials, information, and recruitment advising.

2. AGEP Competitive Edge Summer Research Internship provides funds for students to begin research in their UC San Diego academic departments in the summer prior to the start of their graduate programs. Students are assisted in making the transition from undergraduate studies and receive peer advice that engenders a sense of community at UC San Diego.

OGS also works closely with campus groups from several academic units to ensure inclusion of underrepresented students. Selected examples include the Society for the Advancement of Chicanos and Native Americans in Sciences (SACNAS), the Annual Biomedical Research Conference for Minority Students (ABRCMS), the San Diego State University (SDSU) Mathematics, Engineering, Science Achievement (MESA) Engineering program, the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers (SHPE), and the Institute for the Recruitment of Teachers (IRT). UC San Diego is also part of the California Universities Consortium (CUC): Advancing Faculty and Graduate Student Diversity. The CUC, which was established specifically to identify ways to increase the pipeline of underrepresented minorities to the professoriate, includes all of the UC campuses and Stanford University, California Institute of Technology, and the Claremont Graduate University.



Application Fee And Fee Waiver

Eligible Graduate Preparation Programs

Income Eligibility Guidelines

Eligible Graduate Preparation Programs

The Graduate Prep Program list for the Fall 2027 Admissions cycle. For inquiries, please contact us at gradadmissions@ucsd.edu.

ACS Bridge – American Chemical Society

AEA – American Economics Association Summer Program

Amgen Scholars Program

B2PhD – Bridge to PhD (CSU San Marcos)

Bridges to the Doctorate – (National Institutes of Health)

BUILD – Building Infrastructure Leading to Diversity (CSU Long Beach)

Cal-Bridge

California Pre-Doctoral Program – (Sally Casanova Scholars)

CAMP – California Alliance for Maximizing Potential (UC San Diego)

CURE Program – Continuing Umbrella of Research Experiences (National Institutes of Health)

GEM - National GEM Consortium

Genentech Foundation Junior/Senior Scholars Program – (San Francisco State University / Genentech)

IMSD – Initiative for Maximizing Student Development (National Institutes of Health)

IRT – Institute for Recruitment of Teachers

JT-SURF – Jane Teranes Scripps Undergraduate Research Fellowship (UC San Diego)

Federal Funding: https://www.usaspending.gov/recipient/756c0cfc-b329-c203-6131-b0b90d0b9f0d-C/latest

EXHIBIT 20

UNIVERSITY OF CONNECTICUT

Description:

University of Connecticut is a member of the IRT Consortium, as listed on IRT's official consortium roster.[54] IRT's published consortium enrollment compilation for 1991–2024 lists 65 IRT alumni associated with graduate study at University of Connecticut. The compilation lists 1991 as the year the institution joined the consortium.[55]

ANDOVER

University of Connecticut

Storrs, CT, United States

University involvement:

In its 2021–2026 Graduate School Strategic Plan, the University of Connecticut expressly identified IRT as part of its efforts to "Enhance recruitment of a diverse community of graduate students and postdocs."[56] The university has also participated in IRT recruitment events, which it expressly categorized as "Diversity-focused Recruiting Events" in its 2021–2022 Graduate School Annual Report.[57]

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[55] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[56] https://grad.media.uconn.edu/wp-content/uploads/sites/2114/2021/06/uconn_tgs_strategicplan_full_2021-2026_compressed.pdf? [https://archive.is/wip/4xMoM] (accessed November 9, 2026).

[57] https://grad.uconn.edu/wp-content/uploads/sites/2114/2022/08/Annual_Report_2022_web.pdf [https://archive.is/wip/4YZgL] (accessed November 9, 2026).

orientation experience offered through The Graduate School.
- Develop a First-Year Experience for graduate students.

- Enhance recruitment of a diverse community of graduate students and postdocs.
  - Represent the University at events that attract potential graduate students and postdocs who identify as members of a group underrepresented in graduate and postdoctoral study, e.g., the Institute for Recruitment of Teachers, the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science, the Annual Biomedical Research Conference for Minority Students, Out in Science, Technology, Engineering, and Math.

Diversity-focused Recruiting Events

- 12 July: Institute for the Recruitment of Teachers (IRT) – hosted virtually by The Graduate School in collaboration with Neag and students from English, Philosophy, and Anthropology and the Director of Graduate Studies from English.
- 25-29 October: Society for the Advance of Chicanos/Hispanics and Native Americans in

Federal Funding: https://www.usaspending.gov/recipient/f7d4a874-2ab3-85f8-4c06-002c8728886d-C/latest

EXHIBIT 21

UNIVERSITY OF KENTUCKY

Description:

University of Kentucky is a member of the IRT Consortium, as listed on IRT's official consortium roster.[58]



University involvement:

[58] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

The University of Kentucky joined the IRT Consortium in 2024. Kentucky's Associate Vice President said "We are thrilled to announce the partnership between the University of Kentucky's Office of Institutional Diversity and the Institute for Recruitment of Teachers."[59]

> *We are thrilled to announce the partnership between the University of Kentucky's Office of Institutional Diversity and the Institute for Recruitment of Teachers. This collaboration underscores our shared commitment to advancing educational diversity and excellence. Our joint efforts will focus on supporting and empowering aspiring educators from diverse backgrounds, thereby enriching the academic landscape and fostering more inclusive learning environments.*
>
> *-Damon Williams, Associate Vice President and Chief of Staff, Office for Institutional Diversity, University of Kentucky*

One University of Kentucky Professor, and former IRT Member stated "I'm excited to welcome new students interested in Black feminist studies, popular culture, visual culture, and other interdisciplinary fields. I wouldn't be here without IRT and I'm looking forward to how a partnership like this one not only grows these respective institutions but also grows fields like Gender Studies, Black Studies, and other interdisciplinary programs across the country."

[59] https://irtblog.andover.edu/2024/06/26/university-of-kentucky-joins-the-irt-consortium/#more-5238 [https://archive.ph/wip/3RzLN] (accessed November 2, 2026).

for the first time. As a premier flagship institution in the Bluegrass State, the University of Kentucky has many exciting opportunities for interested interns and associates–the least of which is the world-class bourbon and horse industries. As a tenured faculty member in the Gender and Women's Studies department, which has a PhD program and graduate certificate, I'm excited to welcome new students interested in Black feminist studies, popular culture, visual culture, and other interdisciplinary fields. I wouldn't be here without IRT and I'm looking forward to how a partnership like this one not only grows these respective institutions but also grows fields like Gender Studies, Black Studies, and other interdisciplinary programs across the country. Cheers to a fruitful and long-standing partnership between my beloved IRT and the University of Kentucky!

-Aria S. Halliday, IRT '11, Associate Professor in Gender and Women's Studies and African American and Africana Studies

Federal Funding: https://www.usaspending.gov/recipient/a57786e2-7699-a2d8-7b33-6a621d5c9654-C/latest

EXHIBIT 22

UNIVERSITY OF MAINE

Description:

University of Maine is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 7 IRT alumni associated with graduate study at University of Maine. The compilation lists 1995 as the year the institution joined the consortium.[60]



University-specific documented involvement:

The University of Maine expressly identified IRT as part of its efforts to increase minority graduate student enrollment, acknowledging that its geographic location presents challenges in recruiting these students.[61] The university's relationship with IRT continues today, as it expressly provides graduate application fee waivers to IRT participants.[62]

[60] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[61] https://umaine.edu/wp-content/uploads/sites/14/2009/07/Accreditation-2009.pdf? [https://archive.is/wip/oiOFL] (accessed November 5, 2026).
[62] https://umaine.edu/graduate/apply/faq/ [https://archive.is/wip/F13Ry] (accessed November 9, 2026).

The Graduate School plays a central role in the recruitment of a diverse graduate student body. UMaine has 200 international graduate students representing up to 60 foreign countries. However, Maine's geographic location and demographic makeup (96 percent Caucasian) present challenges with regard to recruiting U.S. minority students. The Graduate School is part of a 10-institution alliance (Northeast Alliance for Graduate Education and the Professoriate; http://www2.umaine.edu/graduate/article.php?id=98) to enhance recruitment of underrepresented doctoral students in Science, Technology, Engineering and Mathematics (STEM) disciplines. The Graduate School also is a consortium member in the Institute for the Recruitment of Teachers (http://www.andover.edu/irt/home.htm) and in the Council of Graduate School's efforts to recruit Mc-Nair Research Scholars. Awards of financial assistance made through the Graduate School (Provost Fellowships, Trustee Tuition Scholarships and particularly Thurgood Marshall Tuition Scholarships) include student diversity as a selection criterion. (Standard 4.23)

THE UNIVERSITY OF MAINE

Federal Funding: https://www.usaspending.gov/recipient/e3f94c07-915f-6da6-a9a0-e8ede29c0432-C/latest

EXHIBIT 23

UNIVERSITY OF MARYLAND, COLLEGE PARK

Description:

University of Maryland, College Park is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 60 IRT alumni associated with graduate study at University of Maryland, College Park. The compilation lists 2004 as the year the institution joined the consortium.[63]

ANDOVER

University of Maryland
College Park, MD, United States

University-specific documented involvement:

The University of Maryland, College Park expressly acknowledges its longstanding relationship with IRT, stating that it has participated in the consortium "for over 15 years and has attracted IRT students to graduate programs at UMD since 1992." The university further emphasizes that its involvement "goes beyond recruiting exceptional IRT scholars—we invest in their entire graduate experience." Maryland explains that IRT students receive additional institutional support through "tailored professional development workshops, networking events, and comprehensive wellness programming focused on self-care and mindfulness."[64]

[63] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[64] https://gradschool.umd.edu/irtgradterps [https://archive.is/wip/I8hqx] (accessed November 4, 2026).

UMD IRT Graduate Student Community

Our History

The Graduate School at the University of Maryland has participated in the Institute for Recruitment of Teachers (IRT) Consortium of Colleges & Universities for over 15 years and has attracted IRT students to graduate programs at UMD since 1992. The University of Maryland, Office of Graduate Recruitment and Community (OGRC), goes beyond recruiting exceptional IRT scholars—we invest in their entire graduate experience. From day one, IRT students join a vibrant community supported by tailored professional development workshops, networking events, and comprehensive wellness programming focused on self-care and mindfulness.

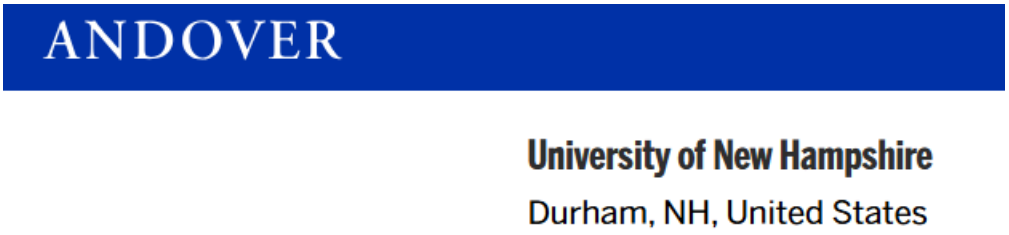
Federal Funding: https://www.usaspending.gov/recipient/e04c3b49-28c8-efb6-f8ea-b4c853900d6f-C/latest

EXHIBIT 24

UNIVERSITY OF NEW HAMPSHIRE

Description:

University of New Hampshire is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 21 IRT alumni associated with graduate study at University of New Hampshire. The compilation lists 1992 as the year the institution joined the consortium.[65]



University-specific documented involvement:

The University of New Hampshire expressly acknowledges its longstanding involvement with IRT, identifying itself as "one of the original institutional sponsors of the program." The university further emphasizes IRT's role in its graduate recruitment efforts, stating that the program "continues to provide a source of highly competitive underrepresented minority applicants."[66]

visits.

- The Institute for the Recruitment of Teachers (IRT) at Phillips Andover continues to provide a source of highly competitive underrepresented minority applicants. As one of the original institutional sponsors of the program, our relationship with IRT has served us well over the years. This summer, the Graduate School partnered with faculty and current PhD students from across campus to represent graduate programs at the IRT recruitment fair; the resulting number of interested applicants to our programs is the highest in years.
- Collaborated with multiple colleges and departments to offer the "Reclaiming STEM"

Federal Funding: https://www.usaspending.gov/recipient/95461d50-d116-e3a5-b390-021971a75d58-C/latest

[65] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[66] https://gradschool.unh.edu/sites/default/files/media/2019/10/graduate_school_annual_report_2018-19.pdf? [https://archive.is/wip/sfGvC] (accessed November 5, 2026).

EXHIBIT 25

UNIVERSITY OF NOTRE DAME

Description:

University of Notre Dame is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 10 IRT alumni associated with graduate study at University of Notre Dame. The compilation records membership from 2000 to 2010 and reentry in 2019.[67]



Federal Funding: https://www.usaspending.gov/recipient/65f6d07a-5df8-713f-2495-b8e648f44f20-C/latest

[67] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

EXHIBIT 26

UNIVERSITY OF PENNSYLVANIA

Description:

University of Pennsylvania is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 85 IRT alumni associated with graduate study at University of Pennsylvania. The compilation lists 1993 as the year the institution joined the consortium.[68]



University of Pennsylvania
Philadelphia, PA, United States

University-specific documented involvement:

The University of Pennsylvania expressly identifies IRT as part of its graduate diversity recruitment efforts, stating that it "engages in vigorous outreach to underrepresented students" through IRT.[69]

> National issues relating to "pipeline" retention, smaller pool size, and fierce competition from peer schools make the recruitment of underrepresented students at the Ph.D. level challenging. In 2008, 4.5% of new students were from underrepresented groups, a figure that is in keeping with peer schools. Penn engages in vigorous outreach to underrepresented students through the Leadership Alliance, Institute for Recruitment of Teachers, National Name Exchange, National Consortium for Physical Sciences, and an
>
> 17

Federal Funding: https://www.usaspending.gov/recipient/75401b4c-967a-1918-9977-217d3ef9ce68-C/latest

[68] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[69] https://provost.upenn.edu/wp-content/uploads/Periodic-Review-Report-2009-1.pdf? [https://archive.is/wip/y1Ojc] (accessed November 9, 2026).

EXHIBIT 27

UNIVERSITY OF ROCHESTER

Description:

University of Rochester is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 18 IRT alumni associated with graduate study at University of Rochester. The compilation lists 2002 as the year the institution joined the consortium.[70]



University of Rochester
Rochester, NY, United States

University-specific documented involvement:

The University of Rochester has expressly acknowledged that it, along with other IRT Consortium members, provides financial support to IRT.[71]

> In 2015, upon graduating from Connecticut, Ayaa returned the favor. Initially facing strong resistance from Yasmin, Ayaa managed to persuade her older sister that the two of them should go to graduate school together. They applied to the Institute for Recruitment of Teachers (IRT), supported and funded by a consortium of 39 American universities, among them the University of Rochester.

Federal Funding: https://www.usaspending.gov/recipient/f8e3456f-8dec-1441-72b9-fa2b342bdb94-C/latest

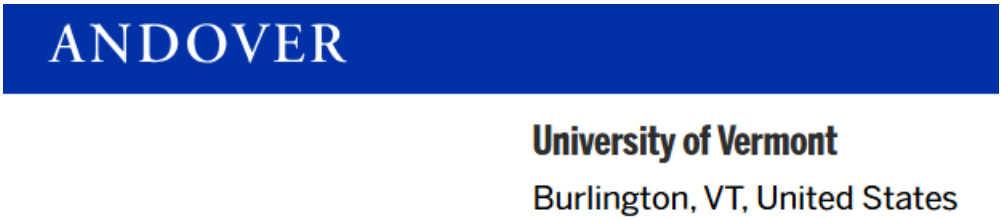
[70] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[71] https://www.rochester.edu/newscenter/sisters-overcome-poverty-prejudice-to-become-first-generation-graduates-242762/ [https://archive.is/wip/6xss1] (accessed November 9, 2026).

EXHIBIT 28

UNIVERSITY OF VERMONT

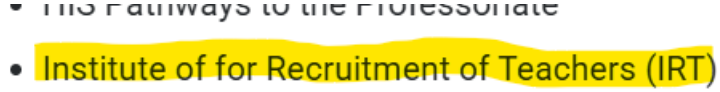
Description:

University of Vermont is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 35 IRT alumni associated with graduate study at University of Vermont. The compilation lists 1993 as the year the institution joined the consortium.[72]



University-specific documented involvement:

UVM's published graduate application requirements include IRT participation among categories eligible to request an application fee waiver.[73]



Federal Funding: https://www.usaspending.gov/recipient/fb0c0b67-cf3f-8e71-00cf-883ce0aa9a3c-C/latest

[72] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[73] https://www.uvm.edu/graduate/how-apply?_gac=1.128849150.1711109838.Cj0KCQjw2PSvBhDjARIsAKc2cgMZvIfSXVXPgobWBwjcjBlxFfEIlSUJFpyMt5GFZvj4hlQhiLSy7BIaAg05EALw_wcB& [https://archive.is/wip/5DhfX] (accessed November 9, 2026).

EXHIBIT 29

WASHINGTON STATE UNIVERSITY

Description:

Washington State University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 10 IRT alumni associated with graduate study at Washington State University. The compilation lists 2002 as the year the institution joined the consortium.[74]



University-specific documented involvement:

In 2009, Washington State University reported that it had hired a "full time minority graduate recruiter" to expand outreach to underserved communities and increase inquiries and applications from underrepresented students to its graduate programs. As part of these recruitment efforts, Washington State directly contacted IRT participants and offered application fee waivers to encourage them to apply to its graduate programs.[75]

[74] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).
[75] https://accreditation.wsu.edu/documents/2015/10/spring-2009-wsu-comprehensive-self-study-report-for-reaffirmation-of-accreditation-to-nwccu.pdf/ [https://archive.is/wip/oCDLB] (accessed November 5, 2026).

the needs of research faculty, graduate, and undergraduate students alike (Exhibit 2-42).

In 1992, the Faculty Senate approved a set of assumptions to apply specifically to

DIVERSITY

Additionally, the Graduate School seeks to increase the number of inquiries and appli-

cations from underrepresented students to graduate programs throughout the University by participating in The National Name Exchange (a minority student locator consortium); the McNair National Senior Directory; Project 1000; the National Physical Science Consortium; and the Institute for Recruitment of Teachers. Participating students are contacted directly by e-mail using the school's Talisma client-management system. Follow-up with those expressing interest in WSU includes waiving application fees for qualified students when necessary. In addition, a new full time minority graduate recruiter has been hired to extend outreach and increase visibility to underserved communities. Activities such as the

Interdisciplinary Graduate Programs

As noted in the 1999 NWCCU Evaluation Committee report, WSU enjoys considerable momentum in interdisciplinary efforts. The Graduate School strongly believes that a clear commitment by the University to the principle of multi- and interdisciplinary training and an ability to clearly articulate this commitment during the recruiting process will enhance the ability to attract the best graduate students. In spring 2007 a part-time associate dean was hired to lead an interdisciplinary task force to explore the challenges of current interdisciplinary programs as well as to explore the feasibility of future interdisciplinary doctoral programs

Washington State University reaffirmed its practice of using outside organizations to advance its diversity recruitment efforts in 2021. Specifically, the university stated that "High Priority is given to students who have participated in the Ronald E. McNair Post-Baccalaureate Achievement Program, Institute for Recruitment of Teachers, or similar graduate education programs." This policy expressly identifies IRT participation as a basis for priority consideration.[76]

RECRUITMENT GOALS AND SUPPORT

The Graduate School's recruiting efforts follow WSU's Strategic Plan and promotes graduate education by recruiting high-achieving graduate students to WSU. We deliver email campaigns to prospective students, assist departments in developing individualized recruitment efforts, and represent WSU at research conferences, such as the Society for Advancing Chicanos/Hispanics and Native Americans in Science (SACNAS), ABRAMS, and McNair.

The Graduate School's recruitment goals also focus on increasing the diversity of our graduate student body and recruiting and retaining high-achieving students. Additionally, these goals require promoting new and existing graduate scholarships, assistantships, and fellowships that reward and celebrate graduate student success and increase overall financial support. The WSU Graduate School also promotes Research Assistantships for Diverse Scholars (RADS), a program that intends to increase access and opportunities to graduate education for U.S. students from underrepresented and underserved communities, and to increase graduate student diversity at WSU and in our degree programs. High priority is given to students who have participated in the Ronald E. McNair Post-Baccalaureate Achievement Program, Institute for the Recruitment of Teachers, or similar graduate education preparation programs. ▮

[76] https://gradschool.wsu.edu/documents/2022/03/annual-report-graduate-school-2021.pdf/? [https://archive.is/wip/Iuom7] (accessed November 5, 2026).

Federal Funding: https://www.usaspending.gov/recipient/358711ab-dfdd-d789-9d79-6eaf11629381-C/latest

EXHIBIT 30

YALE UNIVERSITY

Description:

Yale University is a member of the IRT Consortium, as listed on IRT's official consortium roster. IRT's published consortium enrollment compilation for 1991–2024 lists 51 IRT alumni associated with graduate study at Yale University. The compilation lists 1997 as the year the institution joined the consortium.[77]

ANDOVER

Yale University

New Haven, CT, United States

University-specific documented involvement:

Yale College lists IRT among outside graduate-preparation and academic opportunities provided as resources to Mellon Mays fellows.[78]

> *This manual was created to assist you over the next two years as you navigate and complete your undergraduate fellowship requirements. It is designed to ensure that you are fully aware of the expectations and opportunities associated with the UNCF/Mellon Mays Undergraduate Fellowship Program. Although most of the information and forms that you will need as you matriculate as a fellow are included in this document, you and your mentor will receive e-mail reminders prior to the deadline dates of each opportunity. At the end of most pages, you will find a checklist. This is to ensure that you have not omitted an important step or piece of information when submitting items to the Programs Office or other offices. This manual also includes important information on Mellon Mays affiliate programs with which you will need to acquaint yourself as you journey toward the Ph.D. Information in this document on the Institute for Recruitment of Teachers (IRT), Leadership Alliance, the American Council of Learned Societies (ACLS) and the various opportunities provided by these affiliate programs comes directly from the websites of these Programs. Website addresses are provided. You will be introduced to representatives of these programs during the Summer Institute.*

Federal Funding: https://www.usaspending.gov/recipient/1882697f-2df0-529a-ed60-116702c184a7-C/latest

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[77] https://www.andover.edu/about/outreach/irt/irt-consortium [https://archive.is/wip/ZO4EM] (accessed November 2, 2026).

[78] https://uncfmellon.org/wp-content/uploads/2026/09/2026-GUIDELINES-OPPORTUNITIES-AND-RESPONSIBILITIES-BOOKLET.pdf [https://archive.is/wip/3GsGi] (accessed November 5, 2026).