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| **Outcome** | **Evaluation** | **Success Metric** |
| 1. The internship program will attract a more diverse population | Applicants’ racial, ethnic and gender responses will be collected as part of the application process | Applications from racial and ethnic minorities will comprise 10% of the applicant pool while females will comprise 50% |
| 2. The internship program will encourage a more diverse population | Survey of accepted interns measuring gender, race and ethnicity | Population of interns accepted to the program will be more diverse than the population of geoscience faculty |
| 3. Program alumni will seek geoscience/seismology careers | Long range tracking of the education and careers of intern Alumni | 90% of interns will attend graduate school in a geoscience field and/or geoscience careers  |
| 4. The internship program will attract a diverse host pool. | Survey of accepted hosts measuring gender, race, and ethnicity. | Population of hosts will be more diverse than the population of current geoscience faculty |
| 5. Interns will feel and demonstrate a beneficial connectedness  | Perception data collected as part of the follow-up survey, and analysis of transcripts from cyberinfrastructure | 80% of interns will agree or demonstrate they were connected in a beneficial way to the other interns  |
| Table 4. Measuring the success of the IRIS Undergraduate Internship Program |