Students interested in enrolling in the fall of 2020, are encouraged to apply for this opportunity if they meet the following criteria:

- Come from an underrepresented minority background.
- Hold at least a 3.5 GPA in high school in a college prep curriculum.
- Plan to study in either the Heider College of Business or the College of Arts and Sciences at Creighton University, with an ultimate goal of working immediately following graduation in a business or corporate setting.
- Complete an application for the program by January 5, 2020.
- Strongly encouraged to attend Special Programs Day to complete an interview on Sunday, January 26, 2020. For students who are unable to attend, a remote interview will be set up separately.

Selected candidates will receive:

- $25,000 renewable, four-year scholarship, sponsored by Union Pacific Railroad and Creighton University.*
- Intentional mentorship at Creighton University and Union Pacific related to diversity and inclusion in the workplace. Students will be paired with professional, one-to-one mentors for four years.
- Diversity and Inclusion programming and development at Creighton led directly by the Office of Institutional Diversity and Inclusion and the Vice Provost in collaboration with Union Pacific.
- Four-year inclusive leadership development and training provided in conjunction with Creighton and UP executives.
- Engagement with Union Pacific’s eight (8) Employee Resource Groups (ERGs), which celebrate diversity, offer professional development and demonstrate inclusion as a way of life. ERGs include:
  - Asian Employee Resource Organization (AERO)
  - Black Employee Network (BEN)
  - LGBT Employee Network (BRIDGES)
  - Council of Native American Heritage (CONAH)
  - Latino Employee Network (LEN)
  - Emerging Professionals Network (UP TIES)
  - Veterans Network (UPVETS)
- Connection with the network of over 250 Creighton alumni leaders within Union Pacific.
- Networking opportunities with some of the over 3,600 Union Pacific employees in the Omaha area.
- Guaranteed internship eligibility and consideration with Union Pacific Railroad during your junior year.
- Opportunity to prepare for employment and explore full-time career opportunities with Union Pacific.

* This scholarship will replace any previously awarded merit scholarship from Creighton.