

AGEP-NC NEWS

AGEP-NC Alliance: Creating Change
Making a Difference for Faculty Diversity in STEM

AGEP-NC 2019 Summer Alliance Meeting

Monday, May 13, 2019, NC State University, Raleigh, NC

Presenters and Facilitators



Adrianna Kezar, Professor for Higher Education, University of Southern California, and co-director of the Pullias Center for Higher Education. Webinar on models of institutional change in higher education

Sharon Milgram, Director of the NIH Office of Intramural Training and Education. Workshop on Diversity of Communication Styles

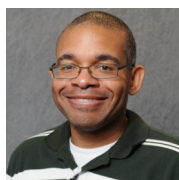


Adrian Coles, Senior Research Scientist, Eli Lilly, and 2014 graduate of NC State's Statistics PhD program. Lunch keynote on individuals' power to catalyze change

Brainstorming with Deans

This month, members of the AGEP-NC leadership team met with deans, associate deans, and assistant deans of three STEM colleges at NC State, as well as the vice provost for faculty affairs. We'd like to share some of the high-impact ideas already being implemented and some that came up as possibilities for consideration.

- ◆ Create a position at the college level focusing on graduate diversity. The College of Engineering has recently appointed Joel Ducoste, Professor of Civil, Construction and Environmental Engineering as its first Assistant Dean of Graduate Student Advancement.
- ◆ Put a focus on diversity in faculty development. The Office of Faculty Development is planning a Certificate for Teaching Inclusivity.
- ◆ Provide social reinforcement for faculty working to enhance inclusivity.
 - ◇ Invite Fellows to make a presentation to a meeting of the College department heads and associate deans.
 - ◇ Shine a light on the Fellows' departments as innovators and leaders in College and Provost newsletters and public statements.
- ◆ Create a College Diversity Council. The College of Agriculture and Life Sciences Diversity Council has made good strides in changing the culture of the college, instructions to faculty search committees, and the demographics of faculty hiring.
- ◆ Address and emphasize diversity and inclusion in College and University strategic plans, with specific implementation plans and metrics.
- ◆ Include a question about efforts to broaden participation or enhance inclusivity on faculty activity reports and department head annual reports.
- ◆ Develop joint Alliance-wide activities and with programs such as NC-LSAMP Bridge to the Doctorate. The College of Engineering has offered to host a mega-cohort meeting of Fellows from all three institutions.



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