

# AGEP-NC SEPTEMBER



## A Change Model for Doctoral to Faculty Diversity in STEM

### Joint Fellows Meeting

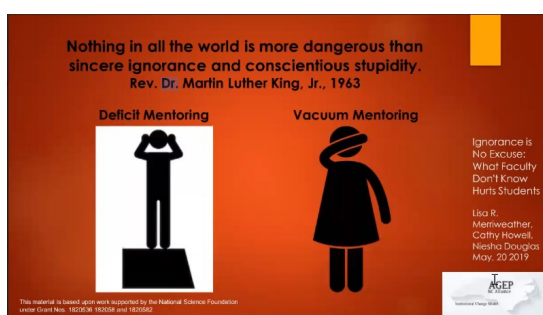
The AGEP-NC Fellows kicked off the year with a joint meeting of all three cohorts of Fellows on September 25, 2019. The meeting, hosted by NC A&T was a blend of an in-person meeting and attendance by video. New Fellows shared some of their hopes:

“I am interested in learning... As an individual faculty member I look forward to learning strategies for how to start having conversations among the faculty and between faculty and graduate students and how to encourage that peer to peer community.” -- Adam Reitzel, Biology, UNC Charlotte

“I hope to get a better understanding of the expectations of minority students when they come into the program, so that I can consider them in my mentorship.” -- Ademe MeKonnen, Physics, NC A&T

### Research on Mentoring

Lisa Merriweather presented preliminary results of the social science team’s research on the attitudes, approaches and experiences with mentoring of



faculty and URM doctoral students. They have found that the faculty they surveyed and interviewed do a wonderful job of academic advising, but are not knowledgeable about mentoring beyond advising. Dr. Merriweather will provide a brief summary of their results in the October newsletter.

### NC State AGEP-NC Fellow Initiatives

Each Fellow is charged with developing and implementing an initiative to engage the faculty in their discipline in understanding and working toward the AGEP-NC goals. Here are a few of the initiatives proposed by NC State’s Fellows.

- Develop a mentor-mentee work/communication styles learning module into the Biology Graduate Program core course (AEC 502 Introduction to Biological Research) required for all new PhD and MS students in the Biology Graduate Program, and also taken by many students enrolled in the Fisheries, Wildlife and Conservation Biology Graduate Program.
- We will bring in two speakers: Brianna Heggeseth from the Department of Mathematics, Statistics and Computer Science at Macalester College and Anthony Franklin a former NCSU PhD student and current data scientist at Microsoft. Heggeseth will discuss her research on the creation of an inclusive classroom environment and Franklin will discuss his experience as a URM student in the Statistics Department at NCSU.
- A key gap our faculty and students have identified is an opportunity to interface with more successful URM faculty. We propose to increase the number of externally invited URM speakers in our departmental seminar series. We will do this in two ways: through building a diverse pool of faculty applicants, and through invitations to successful established researchers with interests complementary to those of our faculty and students.
- Identify and invite an expert in facilitating discussion about culturally responsive mentoring in a faculty environment. One of the monthly faculty meetings will be dedicated towards this discussion session.

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