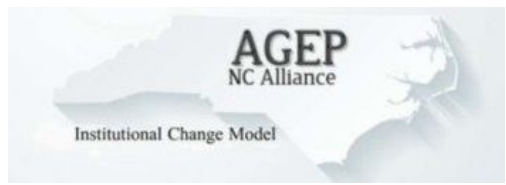


# AGEP-NC OCTOBER 2019



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

### Winter Alliance Meeting

The Winter AGEP-NC Alliance Meeting will take place at UNC-Charlotte on December 11, 2019. All are invited from 10:00-2:45. The leadership team, evaluators and Student Leadership Council will have an additional meeting from 3:00-4:00. Please RSVP at <https://forms.gle/ZLbDqjW2UBF21egi6>.

Tentative agenda:

- 10:00-10:15. Welcome and updates on the goals of the project
- 10:15-12:15. Calvin Mackie workshop on mentoring for URM students
- 12:30-1:30. Lunch and Alumni Panel
- 1:45-2:45. Meet with Calvin Mackie and Student Leadership Council about mentoring, culture and climate
- 3:00-4:00. AGEP-NC Senior Leadership Team, Evaluators and Student Leadership Council



### Mentor Training at UNC-Charlotte

UNC Charlotte's Graduate School and the ADVANCE Faculty Affairs and Diversity Office provide mentor training for faculty using the curriculum from the Center for the Improvement of Mentored Experiences in Research (CIMER). Seven members of these units have been trained through CIMER to be facilitators of this workshop. The training is evidence based, interactive and covers the following areas: Aligning Expectations; Addressing Equity and Inclusion; Articulating Your Mentoring Philosophy and Plan; Assessing Understanding; Cultivating Ethical Behavior; Enhancing Work-Life Integration; Fostering Independence; Maintaining Effective Communication; Promoting Mentee Research Self-Efficacy; Promoting Professional Development. All new AGEP-NC Fellows at UNC Charlotte will have attended the training by May 2020. It is our goal that those who complete the training will have a toolkit of strategies that they can utilize in their own mentoring situations that will allow them to more effectively deal with difficult mentoring situations. They can take these strategies with them as they continue the discussion with their departmental chairs and other faculty colleagues around implementing effective mentoring practices in their home units and encourage other faculty to attend training. -**Yvette Huet**

### What the Research has Found

#### What hinders effective culturally responsive STEM Doctoral Mentoring?

The greatest hinderance is the mentor themselves. Mentors display what we have termed "Deficit Mentoring" and "Vacuum Mentoring". STEM doctoral faculty as a whole operate at a deficit. While extremely knowledgeable about the disciplinary content knowledge and research process, they are characterized by lack of skills and knowledge regarding mentoring in general. This is Deficit Mentoring. Mentoring in a Vacuum, on the other hand, speaks to the dispositional vacuumness within which STEM faculty exist. It addresses the lack of understanding of culture of people and an overemphasis on the culture of science. Both themes reflect barriers to effective doctoral mentoring for URM STEM students and suggest opportunities for more professional development for the STEM faculty. -**Lisa Merriweather**