

# AGEP-NC FEBRUARY 2021



[agep-nc.org](http://agep-nc.org)

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

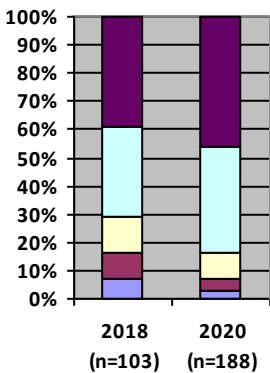
### Survey of Department Climate and Practices

Each faculty fellow serves a two-year term as an AGEP-NC Fellow. Cathy Brawner, the AGEP-NC formative evaluator, [surveys](#) the doctoral students in the Fellows' departments about resources and opportunities afforded to them and about the departmental climate at the beginning of the two years and just after the two-year term ends. The first cohort at one of the Alliance institutions has completed its two-year term. A few results are shown in the graphs below. We must emphasize two large caveats when interpreting these results:

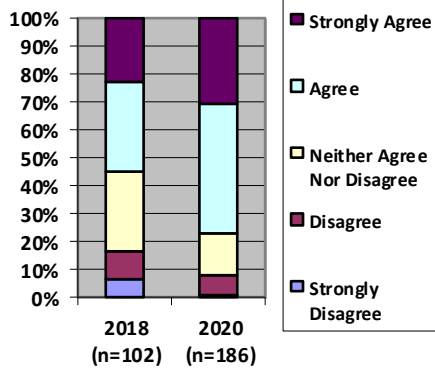
1. The killing of George Floyd in May 2020 and the Black Lives Matter movement raised awareness and catalyzed discussions and action promoting diversity and equity at all of our universities between the first administration of this survey in Fall 2018 and the second in Fall 2020.
2. The instructions to students for the second administration of the survey described actions the departments have taken to promote inclusion in their doctoral programs under the AGEP-NC program.

Thus, when interpreting these results, it is not possible to separate the effects of the AGEP-NC project from those of the societal events on the 2020 survey results. Nevertheless, the trends are very positive. The responses to two questions are shown below for doctoral students in the 5 participating departments.

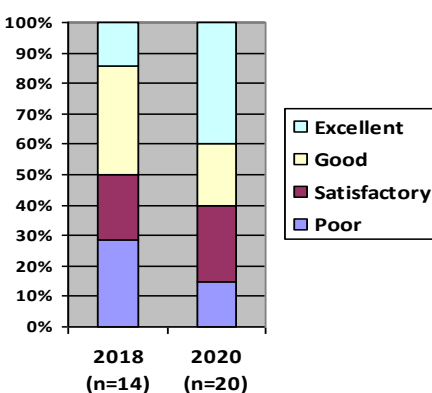
I Feel Safe Voicing My Feelings to My Advisor



My Department Emphasizes the Importance of Diversity



The Black/African American, Hispanic, American Indian, Native Hawaiian, Alaskan and Pacific Islander (URM) doctoral students in these departments rated the departmental environment for minority students as shown below.



In 2020, 42 URM students were sent the survey, giving a response rate of 48% (20/42). Note that these results include both domestic and international URM students. One third of the population (14/42) of URM students were international students.

**AGEP-NC Summer Alliance Meeting  
Monday, July 12, 2021 — Save the Date!**

