

AGEP-NC FEBRUARY 2020



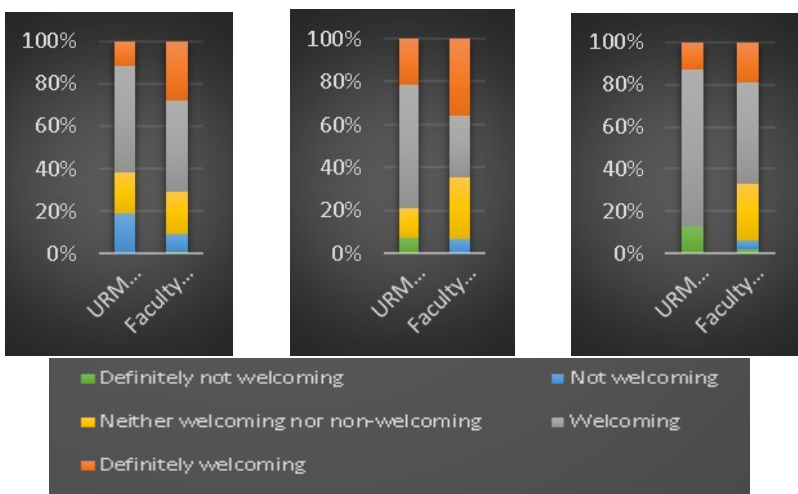
A Change Model for Doctoral to Faculty Diversity in STEM

Survey Results. Doctoral students and faculty in the Fellows'

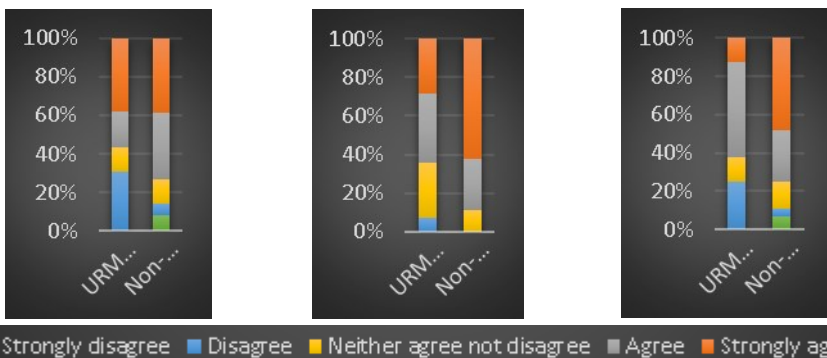
departments were surveyed in the fall of their first year in the AGEP-NC project (2018 for NC State and 2019 for UNCC and NC A&T). A gap between URM student and general faculty perceptions of the department climate is evident at each institution. The charts show each institution's agreement with the questions:

- Students: "My department is a welcoming place to learn and work".
- Faculty: "Do you think URM graduate students find your department to be a welcoming and supportive place to learn and work?"

Note that the numbers of URM student respondents is small (n=16, 14, 8).



URM students differed from others PhD student respondents in their level of agreement with the statement "I feel safe voicing my opinions to my advisor".



Call for AGEP-NC Fellows

The time has come to begin the application process for the second cohort of AGEP-NC fellows at each of our member institutions.

Faculty Fellows are the heart of the AGEP-NC project. The fellows and their departments make a commitment to work toward making our doctoral program environments ones in which URM students can thrive.

AGEP-NC Fellows serve two year terms learning about cross cultural mentoring, promoting diversity in doctoral programs, and facilitating departmental dialog. Together with their department chair and graduate program director, AGEP-NC Fellows

- Develop initiatives to raise awareness, promote buy-in and build cross-cultural and mentoring skills among the faculty in their department;
- Engage the faculty in designing approaches to address obstacles for students and the needs of faculty for creating pathways for success for diverse dissertation students;
- Coordinate a faculty process of developing a departmental plan for doctoral student diversity and inclusion.

A call for applications and nominations with complete instructions will be coming soon. We encourage all STEM departments to nominate a Fellow!