

# AGEP-NC JANUARY 2022

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A Change Model for Doctoral to Faculty Diversity in STEM

## Welcome to Amy Germuth



We are pleased to announce that Dr. Amy Germuth, founder of EvalWorks, has joined the AGEP-NC team as our new summative evaluator.

What she loves to do is to help programs be as successful as possible. She believes in the power of education to change lives and supports this vision by providing the highest quality evaluation and research services such that programs are tuned for maximal impact, increasing participants' opportunities for success.

Dr. Germuth has a B.S. in Mathematics (UNC - Chapel Hill), an M.S. in Education Administration (Tennessee State), and a Ph.D. in Education Psychology, Measurement, and Evaluation (UNC - Chapel Hill). Dr. Germuth has consulted on several NSF grants as well as for such organizations as the US Education Department, The Bill and Melinda Gates Foundation, The Pew Charitable Trust, New York State Education Department, Chicago Public Schools and Center for Teaching Quality.

## Sensemaking Initiatives

*"Sensemaking involves coming up with a plausible understanding - a map - of a shifting world; testing this map with others through data collection, action, and conversation; and then refining, or abandoning, the map depending on how credible it is." — Deborah Ancona in The Handbook for Teaching Leadership*

Each AGEP-NC Fellow develops a sensemaking initiative to engage faculty colleagues in sensemaking about the goals of the AGEP-NC project. The following was recently proposed by AGEP-NC Fellow Edmon Perkins (Mechanical and Aerospace Engineering, NC State).

Two virtual brown bag lunch events will be held several months apart to foster a discussion on the core values of the department. These events will be used to gauge the intrinsic core values of the faculty. Through the discussions and survey data, the department will begin to clarify its core values and how these core values affect the recruitment and retention of under-represented minority students. This information will be used to initiate substantive modifications to departmental policies to aid in recruitment and retention activities.

**Save the Date: Thursday, March 31, 2022**

**Webinar: 12:30-1:30**

**Leslie Goodyear**

**Using evaluation for decision making and improvement.**



Leslie Goodyear, a member of the AGEP-NC External Advisory Board, is an internationally recognized expert in evaluation and EDC distinguished scholar. She is a past president of the American Evaluation Association (AEA). She has deep expertise in qualitative inquiry, evaluation ethics, culturally responsive evaluation, and evaluation storytelling and other methods of sharing findings, evaluating out-of-school and informal STEM education programs, and building communities of practice. She is deeply committed to deepening understanding of effective approaches to fostering equity and access in STEM education and is a co-principal investigator of the NSF INCLUDES Coordination Hub.

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