

# AGEP-NC MARCH 2020



A Change Model for Doctoral to Faculty Diversity in STEM

## Call for AGEP-NC Fellow Applications

We are now taking applications and nominations 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.

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.

Please contact Marcia Gumpertz ([gumpertz@ncsu.edu](mailto:gumpertz@ncsu.edu)), Yvette Huet ([yvhuet@uncc.edu](mailto:yvhuet@uncc.edu)), or Keith Schimmel ([schimmel@ncat.edu](mailto:schimmel@ncat.edu)) for more information about nominating a Fellow or applying for the program.

## Department Diversity Plans

NC State's Applied Ecology Department and Chemistry Department have each approved and adopted a departmental plan for diversity in their doctoral programs. Congratulations to each of these departments!

Here we feature an excerpt from the Chemistry Department's Plan.

*"The Department of Chemistry recognizes that there are multiple challenges that URM students face that the majority of faculty either do not recognize, or lack the appropriate training to provide proper mentorship. To that end, the Department will be forming a Diversity Committee that advises the Head, the DGP, and the Department as a whole on a range of issues related to diversity and inclusivity.*

*...The committee will work towards addressing issues of diversity related to faculty composition, new initiatives focused on increasing both recruitment and retention of URM students in Chemistry, and ensuring that best teaching practices are integrated into our undergraduate and graduate curriculum that provide an inclusive environment for all students."*

## AGEP-NC Summer Alliance Meeting

New Date: Friday, July 17, 2020, 10:00-3:00.

(It's possible the date or format will change. Watch for updates.)



Keynote Speaker: Robbin Chapman,  
Harvard Kennedy School

Associate Dean for Diversity, Inclusion and  
Belonging