

AGEP-NC MARCH 2021



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A Change Model for Doctoral to Faculty Diversity in STEM

Webinar: A Model for Dramatically Increasing Diversity at the PhD Level in STEM

Keivan Guadalupe Stassun

Stevenson Professor of Physics & Astronomy, Vanderbilt University

Thursday, May 20, 2021

12:30-1:30 pm

[Zoom Info and Registration Here](#)



This talk will discuss how partnerships with minority-serving institutions, such as the Fisk-Vanderbilt Masters-to-PhD Bridge Program which Stassun co-directed for more than 10 years, can help to achieve the goal of increasing STEM diversity at the doctoral level. During the discussion, Stassun will summarize three core strategies: (1) replacing the GRE in admissions with indicators that are more predictive of long-term success; (2) partnering with a minority-serving institution for student training through collaborative research; and (3) using the master's degree as a deliberate steppingstone to the PhD, with a wraparound mentoring model. Stassun will draw on his experiences as a nationally leading voice for diversity in STEM, including as a member of the National Science Foundation's Committee on Equal Opportunity in Science and Engineering, and as a member of multiple National Academies studies on Effective Mentoring in STEM and Promising Practices for Addressing Underrepresentation in STEM. The session will conclude with a mentoring model and toolkit that may be used to support the success of all PhD students. This is part of the AGEP-NC External Advisory Board Webinar Series. All are welcome to attend.

Sensemaking

*"Sensemaking, a term introduced by Karl Weick, refers to how we structure the unknown so as to be able to act in it. 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*.*

Two sensemaking ideas from the UNC Charlotte Biological Sciences draft Diversity Plan:

- Discussion group based on #ShutDownSTEM How does anti-Black racism show up in academia? [Resources](#)
- Faculty Training and Lab Culture. Highlight effective practices to maintain lab environments that better foster diversity. This goal will be initiated through a departmental discussion of [Ten simple rules for building an anti-racist lab](#).

AGEP-NC Summer Alliance Meeting
Monday, July 12, 2021 — Save the Date!
NC A&T, Greensboro, NC

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