

# AGEP-NC MAY 2021

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A Change Model for Doctoral to Faculty Diversity in STEM

## AGEP-NC Summer Alliance Meeting

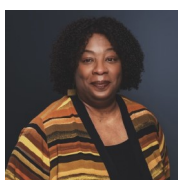
July 12, 2021, 9:30 am — 3:30 pm

Virtual, Via Zoom

[Register Here](#)

### Featured Speakers

**David Asai**, Senior Director, Science Education,  
Howard Hughes Medical Institute



**Karen L. Dace**, Vice Chancellor, Division of Diversity,  
Equity and Inclusion, Indiana University—Purdue  
University Indianapolis

### Workshop goals:

- (1) Gain a better understanding of institutional racism in the university setting and how it is manifested today; and
- (2) Think about and share actionable ways to shift policy, practices and culture in STEM doctoral education.

## Example Language for Reappointment, Promotion and Tenure Guidelines

The NC State College of Agriculture and Life Sciences has requested that departments report language specific to diversity, equity and inclusion in their reappointment, promotion and tenure (RPT) guidelines. The Department of Applied Ecology has new draft RPT guidelines incorporating the following statement.

**Section 2.7 (in Areas of Faculty Responsibility):** *In recognition of the central importance of diversity in our field, we consider the work of scholars and teachers to diversify science and science engagement to be as great a contribution (in the context of promotion and tenure) as research, teaching or extension. Examples of such efforts, which transcend the traditional categories of contribution, include a) mentoring students from underrepresented groups, b) scholarly work related to diversity and inclusivity, c) participation in, and especially leadership in, training focused on diversity in science and d) engagement and extension focused on underrepresented communities.*

## From the NC State Department of Chemistry one-year progress update report:

“As perhaps the most impactful change to our department, we have created a departmental Diversity, Equity and Inclusion committee (<https://chemistry.sciences.ncsu.edu/diversity-equity-and-inclusion/>).”

