

AGEP-NC SEPTEMBER 2021



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A Change Model for Doctoral to Faculty Diversity in STEM

What the AGEP-NC Fellows are Discussing

What is sensemaking in organizational change and why is it important?

- Examining the Institutional Transformation Process: The Importance of Sensemaking, Interrelated Strategies and Balance by Kezar and Eckel. <https://link.springer.com/article/10.1023/A:1014889001242>

A blog about the experiences of a non-traditional student.

- When No One Opens the Door and the Pathway is Convoluted, Creativity Rules. <https://vectorlabs.com/blog/when-the-pathway-is-convoluted-creativity-rules.html>

Building a program that underrepresented minority graduate students can trust

- Puncturing stereotypes and their impact on identity. Webinar by Claude Steele. <https://vimeo.com/606743293>

How do we understand institutional bias in our campuses and disciplines?

- Institutional Bias, by P.J. Henry. In Dovidio et al. *Handbook of Prejudice, Stereotyping and Discrimination*. <https://agep-nc.org/wp-content/uploads/2020/07/Henry-chapter-institutiona-bias-2010.pdf>
- Decoloniality and anti-oppressive practices for a more ethical ecology, by AGEP-NC Fellow Madhusadan Katti. <https://www.nature.com/articles/s41559-021-01460-w>

Resources for building mentoring programs.

- The Science of Effective Mentorship in STEMM. <https://www.nap.edu/resource/25568/interactive/>

What the AGEP-NC Leadership Team is Thinking About

A Few Highlights from the Fall 2021 Survey of the Leadership Team

Focus for the 2020-21 Academic Year

- Completing and implementing departmental plans for promoting the success of underrepresented minority students in our doctoral programs (see the completed plans [here](#)).
- Focus on moving students into the professoriate, dissemination workshops, connecting with administrators, and sharing Lisa Merriweather's research on mentoring with fellows.

We are most proud of...

- The commitment and activities of the AGEP-NC Fellows
- The team's ability to persevere in spite of COVID.



Save the Date
AGEP-NC Winter Alliance Meeting
January 14, 2022

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