**Department of Chemistry Doctoral Diversity Plan**

The Alliances for Graduate Education and the Professoriate - North Carolina (AGEP-NC) project will develop a corps of faculty -- AGEP-NC Fellows -- their department heads and directors of graduate programs (DGPs) to lead their faculty colleagues in transforming department culture and practices to prepare under-represented minority (URM) Ph.D. students for faculty careers.

**Goal of Diversity Planning:** The AGEP-NC Fellows, together with department heads, DGPs, and with assistance from the AGEP-NC leadership team, will develop formal plans for promoting URM dissertation completion and progression to faculty roles. The goal of the diversity plan is to institute change-strategies within the department that will improve the climate, practices, and policies so they positively impact URM graduate students and faculty in the program.

1. **Faculty Assessment of Obstacles.** 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. This is a new committee for which composition, functions, and procedures need to be created. However, 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. This new committee will oversee implementation of this Diversity Plan to promote URM success. In addition, all Junior Faculty will be highly encouraged to participate in the Best Practices in Graduate Student Mentoring workshop series.
2. **Concrete Actions to Promote Success of URM Doctoral Students.**
3. *Recruiting URM Students*.
   1. Recruiting activities at local, regional, and national events will be expanded to include those specifically targeting URM students. These will include participation in Georgia State University’s 2020 EMPOWER Showcase in summer 2020 (hosted by Georgia State’s Maximizing Access to Research Careers project), as well as recruiting booths at the annual meetings of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) and the Society for Advancement of Chicanos/Hispanics & Native Americans in Science (SACNACS).
   2. The DGP will direct fellowships to promote the recruitment of URM students. In addition to the Diversity Enhancement Fellowships, for Spring 2020, all Provost Fellowships offered were targeted towards URM students. University Graduate Fellowships will also be used to promote recruiting URM students to the Department of Chemistry.
   3. The DGP will increase regional departmental recruiting trips overall. These will include trips to local colleges and Universities within driving distance to NCSU, and will be conducted by both the DGP as well as senior graduate students returning to their *alma maters*. The department will first engage our current URM students in these efforts.
4. *Student/Peer Mentors*. At departmental graduate orientation, new students are introduced to senior graduate students who are peer mentors and who are available to answer questions about graduate studies, courses, requirements, the Department, University, and Raleigh. Our departmental Diversity Committee will be tasked with identifying peer mentors who will form a diverse, inclusive and welcoming group.
5. *Required CH610G Course.* By August ’20, the Department of Chemistry will create a structured professional development program, using the existing CH 610G Introduction to Graduate Studies class and the existing weekly (undersubscribed) seminar program, to engage students of all years in professional development. Workshop activities will include resume/CV building & feedback by academic and industry mentors (selecting for diversity), LinkedIn networking, how to set up & actively engage in Informational Interviews, diversity and inclusion training, career counseling and mentoring from alumni in both academic and industrial settings, and creating/periodic review of IDPs. The actions for this are as follows:

* Notify the Departmental Administration about the COMPASS Action Plan
  + Who: Department Head, Director of Graduate Program, Graduate Curriculum Committee
  + Purpose: Engage the departmental leadership to build momentum for department-wide cultural change concerning structured student professional development. This will also put the weight of the department behind the requests listed below.
* Contact the Instructors of Record for CH 610G
  + Purpose: Plan a series of workshops during this 1st semester graduate course that will incorporate the activities listed below, as well as initiate the ChemIDP or MyIPD plans for all incoming first year graduate students.
* Contact the NCSU Career Development Center (<https://careers.dasa.ncsu.edu/>)
  + Who: Wes Wade, College of Sciences liaison officer for the CDO
  + Purpose: Leverage the CDO resources for organizing workshops on CV/resume writing and review, and LinkedIn page creation (both for individual students and “Careers in Chemistry” groups). Find existing resources on self-assessment, skill documentation, informational interviews, networking, writing an effective resume, interview and negotiation skills.
* Contact the College of Sciences Alumni liaison
  + Who: Lindsay Topping, Director of Alumni and Donor Relations
  + Purpose: Gain access to the alumni directory for engaging alumni in multiple workshops, including CV/resume review, informational interviews, career counseling and discussion panels, and for pairing future graduate students with potential mentors from industry.
* Contact the Women in Science and Engineering Program
  + Who: Katherine Titus-Becker, Director
  + Purpose: Invite the WISE program to speak to gender-specific topics related to student professional development, industrial career pursuits, and mentoring.
* Contact the Equal Opportunity Institute (<https://oied.ncsu.edu/divweb/eoi/>)
  + Who: Stephanie Helms Pickett, Associate Vice Provost for Diversity Engagement, Training and Education
  + Purpose: The Equal Opportunity Institute is a program designed to increase individual knowledge of equal opportunity issues in the workplace, and to help participants develop skills necessary to cope with diverse working and learning environments.
* Contact the STEM Education Department (<https://oied.ncsu.edu/divweb/eoi/>)
  + Who: Aaron Clark, Department Head
  + Purpose: To make contacts in STEM Education who will engage in outside assessment of our COMPASS Action Plan activities.
* Contact the College of Sciences for local industry contacts
  + Who: Brock Matthews, Assistant Dean for Advancement
  + Purpose: To find names of industry donors and contacts who would be willing to host site visits from NCSU graduate students to their companies located in the Research Triangle Park.

1. *Individual Development Plans (IDPs).* As part of the CH610G class, and later in consultation with their advisors or outside mentors, all students will be required to create IDPs (<https://chemidp.acs.org/>) and conduct yearly reviews of their IDPs. This experience is invaluable for creating mutual expectations as well as urging students to begin career plans that can change over the course of their graduate studies. It also provides the faculty advisor opportunities to “fine tune” their advising, mentoring, and evaluation of individual students.
2. *Advisor Selection in First Semester.* Many URM students fail to find faculty advisors in a timely fashion. In the Chemistry Department, students are required to interview faculty and research their selections (meet with group members, attend group meetings, *etc*.) prior to submitting their Advisor Selection Form on October 15 in their first semester of residence. Students are required to interview at least five faculty members, and rank them 1-3 in order of preference. Early on in this process, the DGP will meet with all first year students as part of the CH610G class to ensure that each student is making adequate progress in terms of advisor selection.
3. *Connecting URM Students with Opportunities.* The Graduate School lists a variety of opportunities for URM students: <https://grad.ncsu.edu/students/diversity>. In addition, NCSU has a Black Graduate Student Association (BGSA; <https://bgsa.wordpress.ncsu.edu/about-bgsa/>).
4. *“Dual-Purpose” Seminar Speakers.* Networking is critical to students’ future success. In the Chemistry Department, we will focus on leveraging existing functions into new networking opportunities. Starting Fall 2020, all Department and divisional seminar speakers will be asked to meet with students for 30-45 minutes in a Q&A session to discuss important issues related to graduate student success.
5. *URM Chemistry Commencement Speakers.* Chemistry graduates are *pro forma* invited to speak at both Fall and Spring Department Graduation Ceremonies. We have and will continue to emphasize the importance of inviting women and URM graduates to speak. Such speakers often communicate the leadership skills that led them to successful careers after graduate school. We will also invite our current graduate students to engage with the Commencement Speakers over lunch and prior to their address in a Q&A panel.
6. *Chemistry Graduate Student Association-* (*CGSA) Organized Networking Event.* Our active CGSA hosts a networking event each year in the Talley Center. Typically, representatives (some of whom are NCSU chemistry graduates) from ~10-20 local industries meet to chat about job opportunities, resume-building, the interview process, and life after graduate school. We will ask the CGSA to promote diversity through their invitations to industry.
7. *DGP to Attend Compass Workshops.* These meetings are held yearly and are an excellent resource for ideas to enhance success rate of URM students.
8. **Sustainability.**

Sustainability is a “built-in” consequence of directives 3-6 since they are or will be program requirements, or a requirement for at least first-semester TAs (directive 5). Logistics for directives 7 and 8 must be worked out, but our plan is to supply faculty with an IDP format which can be modified and completed, then uploaded to GradWatch to become part of the students’ official records.