

# AGEP-NC APRIL 2022



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A Change Model for Doctoral to Faculty Diversity in STEM

## Save the Date AGEP-NC Summer Alliance Meeting Wednesday, June 29, 2022 Greensboro, NC

The summer Alliance Meeting is a time for all the members of the AGEP-NC community to come together to share ideas, successes and challenges across disciplines and campuses.

### Elements of the Diversity, Equity and Inclusion Plan for the UNC Charlotte Civil and Environmental Engineering PhD Program

- Create a carefully crafted and worded welcome package/handbook to the incoming students that encompasses inclusiveness and emphasizes establishing mentoring relationships. The welcome document/handbook will also outline standardized expectations of the mentor and mentee and provide the logistical information to the students for the milestones and resources available for the successful completion of the degree. The goal of the document is to take the burden off the students in figuring out what is expected of them, and what they should expect of their advisor/mentors and their graduate education.
- Encourage faculty professional development in the art of mentoring, and learning the differences between mentoring and advising. Emphasize the importance of forming the mentoring relationship with the student.
- Create an individual development plan (IDP) template and/or mentor/mentee contract with feedback from all faculty involved in advising and mentoring graduate students. The students and advisors will be encouraged to take tests identifying communication styles and supervising styles to find the gaps in understanding each other and to work out a plan for an effective relationship.

### Reflections from an AGEP-NC Fellow's Annual Update Report Carla Barbieri, College of Natural Resources, NCSU

**Regarding Collecting Baseline Information:** The AGEP program allowed for a reality check of our Departmental policies and guidelines, which have served to inform changes that will support the successful progression of graduate students. The major *lesson learned from this activity is to remind ourselves that policies and guidelines do need periodic revisions to adapt them to the changing needs of incoming graduate students.*

**Diversity Plan:** Drafting this plan gave me the opportunity to suggest changes and initiatives in my Department in a coordinated and programmatic manner, which I enjoyed very much. Developing the plan needed coordination efforts with the DEIJ committee, the Graduate Program Advisory Committee, the Graduate Program Director and the Department Head, which allowed a holistic perspective of DEI. I also appreciate that this plan gave us the chance to program initiatives from the short-to-long terms. The key *lesson from this plan is the need to incorporate orchestrated efforts to advance DEIJ, especially related to graduate students, from different perspectives.*

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