

### More 2022 Graduates!

**Reginald L. Goodwin**, Department of Nanoengineering, North Carolina A&T State University defended his dissertation titled “The influences that guide underrepresented minorities (URM) to choose STEM careers conform to the social cognitive career theory (SCCT) framework” on June 29. Dr. Goodwin is deciding between positions at the Environmental Protection Agency, Wake Forest University, and Catawba College.



**Martins Ezuma**, Electrical and Computer Engineering, NC State. His dissertation was titled “UAV Detection and Classification Using Radar, Radio Frequency and Machine Learning Techniques”. Dr. Ezuma is deciding between positions at Meta (Facebook) and Amazon.

**Rafael Luiz da Silva**, Electrical and Computer Engineering, NC State, completed a dissertation titled “Enabling Machine Learning Tasks in Wearable Cyber-Physical Systems through Uncertainty Quantification and Signal Processing.”. Dr. da Silva has started a position at Infinia ML.



### Notes from the AGEP-NC Summer Alliance Meeting Keynote Address

#### Concrete Actions for Improving Mentoring Climate

In Dr. Jabbar R. Bennett’s address titled “Promoting Diversity in the Professoriate: Individual and Organizational Approaches” Dr. Bennett provided seven concrete actions for improving mentoring climates for early career researchers, developed by Future of Research meeting attendees in 2019 ( <https://elifesciences.org/articles/59806>; <https://mentoringfuturesci.net/>):

- Supplemental mentorship: Department requires a least one other mentor in addition to the dissertation committee or requires creation of a mentoring committee to oversee the student’s progression and address personal and professional needs.
- Peer support cohorts: Connects incoming students with more senior peer mentors in the department and has a trained facilitator.
- Required mentor training: Requires all supervisors to take recurring mentor training.
- Anonymous exit interviews: Collects exit and alumni data, disseminates it to students, and uses it for departmental improvement.
- Clear guidelines and timelines: Provides all incoming students and their supervisors with a list of departmental expectations, which both must sign, along with a mentoring plan.
- Standard and transparent salary and benefits: Provides students with benefits and salaries adjusted for the local cost of living, along with transparent and standardized benchmarks for raises based on years of training.
- Career development resources: Supports students exploring career choices through internships and fellowships and keeps an updated list of program alumni for use by current students as potential career mentors and networking.

The slides from Dr. Bennett’s presentation are available online at <https://agep-nc.org/index.php/agep-nc-meetings/> and contain links to several valuable resources.