

AGEP-NC AUGUST 2022



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A Change Model for Doctoral to Faculty Diversity in STEM

Notes from Zoom Discussion about Recruiting Diverse Faculty

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In past years, NC State's ISE Department had zero Black applicants for faculty positions, but this past year they had three, and about 20 underrepresented minority applicants all together. What have they done differently?

- Having the dean charge the department heads with hiring diverse faculty provides important motivation to work toward this goal.
- Department head charging the faculty each year with hiring diverse faculty keeps this fresh in faculty minds and tells them that this is an important priority.
- Department head assigned someone specifically to do outreach.
- Send announcements to affinity groups and targeted emails to individuals
- Make a list of people to invite to apply, and send them invitations to apply directly. (Join and serve actively in your society's affinity groups)
- Invite people for seminars, even if they are not at the right time in their careers to apply right now. Get to know them and their work and have them get to know you and your department.
- Department head offers opportunity to research areas within the department to add faculty if they bring in people who will add diversity.
- Need to have someone who is willing to be a champion for diversity in the search committee. The champion should be a full professor who is willing to ask questions about comments about a candidate's potential or other subjective assessments and to regularly bring DEI considerations to the fore.

Welcome to Lareissa Stumm

We are very pleased to welcome Lareissa as our new project coordinator at NC State, Starting September 1, 2022. Lareissa previously served as research assistant for the Faithful Families, Thriving Communities program in NC State's Department of Agricultural and Human Sciences. There she authored regular posts on reducing health disparities and managed the program's social media presence, as well as supporting research on community health and health disparities. She comes to us with a Bachelor of Science in Communications and a Master of Public Health in Epidemiology.



Lareissa will participate as a full member of the AGEP-NC leadership team, assist in administering the project and collecting data. She'll assist in developing a communications plan and managing all of our communications, supporting the AGEP-NC faculty fellows and engaging the Student Leadership Council, as well as planning, scheduling, collecting data, and generally keeping us on track. Welcome, Lareissa!

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