

## Newly Adopted Departmental Plan to Promote Success of Diverse Doctoral Students. NCSU Department of Parks, Recreation and Tourism Management

We are pleased to announce the adoption of the newest AGEP-NC departmental plan to promote the success and preparation for faculty careers of doctoral students from underrepresented minority (URM) groups. NC State's Department of Parks, Recreation, and Tourism Management announced the adoption of their plan in May.

A demographic inventory indicated that their department has had excellent retention rates (100%) but that the department has a need to increase recruitment of diverse doctoral students. The AGEP-NC Climate Survey identified a few opportunities for improvement in the departmental climate in addition to the recruiting needs. It revealed that (1) a majority of doctoral students considered the departmental environment for URM doctoral students to be poor, and (2) that few of the department faculty felt "very confident" in mentoring graduate students from cultural groups different from their own. To address the climate and mentoring results, the department plan proposes the following actions:

- Remove the GRE requirement; instead put more emphasis on the prospective students' motivations for graduate study in their particular area.
- Develop a new teaching assistantship for recruiting students
- Update the graduate handbook to clarify the prelim exam information and expectations for graduate students
- Outline best practices and expectations for effective mentoring
- Create a Graduate Student Well-being subcommittee
- Establish expectations and guidelines for the "Supervised Teaching" required course to increase students' teaching preparedness.

Carla Barbieri, AGEP-NC Faculty Fellow, walks through the process that her department used to develop the plan and the metrics that they are using to track progress in a video online at

<https://www.youtube.com/watch?v=vNH-i1Re1Dk>.



## AGEP-NC Summer Alliance Meeting Videos

Videos of the 2023 AGEP-NC Summer Alliance Meeting presentations are now available online at <https://agep-nc.org/index.php/agep-nc-meetings/>. The page includes videos of the following speakers.

- James Holly, Jr. Humanizing Intellectualism: Supporting the Epistemic Agency of Non-Eurocentric Thinkers
- Rob Santos, Director of the US Census Bureau
- Carla Barbieri, NC State Parks, Recreation and Tourism Management Department Plan
- Terry Xu, UNCC Mechanical Engineering and Engineering Science Draft Department Plan
- Joel Ducoste, NC State College of Engineering Draft Plan
- Matt Stallmann, NC State Computer Science Draft Department Plan

