

# January 2024 Newsletter

## 2024 Winter Alliance Meeting



### The Impact of the AGEP-NC Project

Report from Amy Germuth, AGEP-NC Summative Evaluator

AGEP-NC Alliance efforts have been most successful in departments where Fellows were led by committed PIs to engage in meaningful sense-making activities. Especially where there was department support (whether from the department head, a DEI committee, or combination of the two), Fellows were able to engage faculty in meaningful discussions of activities designed to support under-represented minority students' success. Such efforts have improved the climate for under-represented minority students within departments, including more positive attitudes toward diversity among graduate students and faculty, increased use (or initial use) of cross-cultural mentoring practices by faculty, more positive interactions between faculty and students within the department, and greater (or new) support for change at the department level for engaging under-represented minority students and/or faculty. While not enough time has passed since changes were made within many departments to assess whether these efforts will change ingrained systems, it is important to remember that where departments came together to approve plans and make changes, the changes made often were based on data findings and related to requests made by graduate students themselves. In such cases, these changes are likely to have positive impacts on graduate students in these departments and thus suggest that the AGEP NC Alliance model, when implemented as planned, can lead to meaningful change.

The Impact of the AGEP-NC Project			
Selected Logic Model Outcomes	NC State	UNCC	NCA&T
1. Fellows engage in cohort learning and "sense-making" with each other, guided by PI.	Strong evidence	Strong evidence	Mixed evidence*
2. Fellows share learning within departments to support departmental "sense-making".	Mixed evidence	Mixed evidence	Little evidence
3. Fellows and departments draft department diversity plans which are ultimately approved by the department. (9 approved plans – 6 NC State & 3 UNCC)	Mixed evidence	Mixed evidence	Mixed evidence
4. Department diversity plans are implemented.	Mixed evidence	Mixed evidence	No evidence
5. Actions taken by the department, as guided by the department diversity plan, results in improved climates for under-represented minority doctoral students and faculty.	Mixed evidence	Mixed evidence	Not applicable as no department plans have been approved.

*Turnover among PIs at NCA&T along with COVID made it hard for Cohort 2 Fellows especially to engage in meaningful sense-making.*

### Juan Vivero-Escoto on Teaching STEM at the University Level



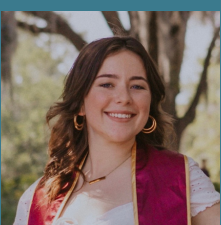
English



Español

In this [video](#), Dr. Juan Vivero-Escoto, an associate professor of Chemistry at the University of North Carolina at Charlotte, shares his journey through postdoc and eventually associate professorship. He offers valuable insights and advice to minority groups interested in pursuing academia and how to navigate the unexpected challenges that might arise. Departments can leverage this video to support their graduate and undergraduate students in professional development.

### Welcome to Katie Lee, UNCC Project Coordinator!



I graduated with a B.S. in Behavioral Neuroscience from Florida State University. During my time there, I acted as the Outreach Director for the Neuroscience Undergraduate Student Association. I was also a performer in Florida State's Flying High Circus. Recently, I relocated from Tallahassee, Florida, to Charlotte and am looking forward to joining the team as the AGEP-NC UNC Charlotte University Program Associate.



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