

21st Annual

Institute on Teaching and Mentoring

A Strong Foundation for Faculty Diversity

Program Agenda

October 30 - November 2, 2014

Omni Hotel - CNN Center

Atlanta, Georgia

sponsored by



THE
COMPACT *for*
FACULTY
DIVERSITY

Save the Date for the 22nd Annual Institute

October 29-November 1 • Arlington, VA • Marriott Crystal Gateway

Welcome to the 2014 Institute on Teaching and Mentoring

On behalf of the Institute on Teaching and Mentoring planning committee and supporting organizations, welcome to the nation's leading conference that addresses the shortage of racial/ethnic minority faculty on college and university campuses. We are proud to help so many scholars successfully complete graduate school and prepare for college and university teaching positions.

The Institute is the nation's largest gathering of racial/ethnic minority Ph.D. scholars seeking faculty careers in academia. At the first Institute in 1994, there were 107 attendees; this year we will host more than 1,000. We especially welcome faculty mentors who accompany scholars. Mentors play an important role in the development of doctoral scholars, and faculty mentor participation is a unique component that contributes greatly to the experiences of those attending the Institute.

You will find sessions for specific subjects and fields, sessions for groups, and sessions featuring broad topics applicable to success in graduate school and the academy. These sessions will be led by top professionals who bring various skill sets from a variety of fields. We encourage you to review the program agenda as soon as possible to select sessions you wish to attend.

We would like to acknowledge two of our participating partners for this year's 2014 Institute. We welcome back the Alfred P. Sloan Foundation's biennial Sloan Directors Conference. We have hosted this conference in the past, and are proud to facilitate the ongoing development of Sloan's Directors and Faculty. We also welcome back participants of the NASA Harriett G. Jenkins Pre-Doctoral Fellowship, who have more than tripled their attendance from last year's attendees.

We express tremendous appreciation and thanks to the many organizations, agencies, institutions and staff members whose hard work and support make this event possible, and we look forward to the continued success of the Institute.



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Introduction

The Issue

Minority students attain graduate degrees and enter academia at far lower rates than majority-group students. This means the contributions by people of color in academia and the professoriate are limited. This issue also has serious implications for all students whose educational experiences are enriched by diversity and for whom faculty members serve as influential mentors and role models.

Institute on Teaching and Mentoring

The Institute on Teaching and Mentoring addresses the minority faculty shortage by providing racial/ethnic minority students with information, encouragement and support to pursue doctoral degrees and become college professors. The Institute focuses on increasing the percentage of minority students who earn doctorates and helps diversify the pool of qualified candidates for faculty positions at colleges and universities. The Institute enables doctoral candidates to share insights and survival tips for success in graduate work, build community among themselves and faculty representatives, and enrich their research and teaching strategies. The Institute also benefits faculty members by helping them hone the mentoring skills that can assist them to create supportive departmental environments for underrepresented students.



Tips for Success at the Institute

1. **Find session handouts online!** Many presenters provide their handouts online. See the 2014 Institute Web Page: <http://www.instituteonteachingandmentoring.org/>. Search by Day, Session Title or Presenter.
2. **Set goals.** What is most important for you to accomplish at the Institute? What do you want to learn? Whom do you want to meet?
3. **Plan your day in advance.** Review the agenda. Take time to select the sessions you will attend and the speakers you may be interested in meeting.
4. **Note any required meetings or sessions for your specific group.** These meetings or sessions are mandatory for a reason. Plan to arrive on time, as key remarks are often made during the first few minutes.
5. **Review the directory of attendees.** Take note of colleagues as well as new contacts you would like to meet. Make a “must meet” list to maximize your networking time.
6. **Prepare a brief “pitch” to introduce yourself to new contacts.** Be ready to talk concisely about yourself and your interests.
7. **Use your business cards.** Keep them where they can be quickly retrieved. Make notes on the cards you receive, with information you may need later.
8. **Dress for success.** To ensure that others regard you as an academic professional, be mindful of your appearance and actions at all times.
9. **Introduce yourself to your local, state or program representatives if they are in attendance.** This is your opportunity to express your appreciation for the program.
10. **Complete the evaluation form.** We are accountable! So are you. Evaluation results help us make each Institute better than the last.
11. **Please note the Session Codes.** These codes are located in parentheses after each session that is listed. These are the numbers you will use to identify the sessions you attended on your evaluation.



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Institute on Teaching and Mentoring

Evaluation Instructions

This year, we are trying a new and potentially easier way for you to tell us about your Institute experience.

We value your feedback! Completing evaluation forms is the only way we can record and quantify your Institute experience. Providing feedback guides and informs us of what works or does not work so that we are able to create a valuable overall Institute experience.

Please read through the instructions on completing individual workshop, plenary session, and overall experience evaluations.

Concurrent Session

Fill out the paper scantron sheets provided at each session.

Plenary Sessions and Overall Institute Evaluations

There are two ways to complete your evaluations.

1. Scantron sheets provided at each session

OR

2. If you have a smartphone/tablet device and QR Code Reader App, you can access the evaluation form using the QR barcodes below.

If you do not have a QR Code Reader App:

Go to your App store/Google Play Store and download a QR Code Reader App on your smartphone to scan the QR barcodes listed below.

If you need to access the codes after the sessions:

These codes can also be found on our Institute site:

<http://www.instituteonteachingandmentoring.org/>



Plenary Session II:



Overall Institute Evaluation:

Scholar Directory

A Tool for Networking and Recruiting

The SREB-State Doctoral Scholars Program provides networking and recruiting opportunities through the Scholar Directory database. The database provides a platform for you to connect and network with other scholars who have participated in the Institute.

This tool is also useful for institutions to identify and recruit potential faculty. As an Institute attendee, you have been included in the database and have the opportunity to update and expand your profile with biographical, educational and employment information.

More than one hundred institutions have a one-year subscription to the Directory. This provides exposure for you and your doctoral peers to be recruited for positions on college and university campuses.

You never know when a career opportunity will arise. It is important for you to frequently update your Scholar Directory profile.

This is one of many ways that the Institute is assisting you and other minority Ph.D. scholars and graduates in building a foundation toward attaining faculty careers.

Check out the Directory this weekend!

<http://dspdirectory.sreb.org/>



Scan with your smartphone to be taken to the above website.

The Institute on Teaching and Mentoring

Sponsored by participating colleges/universities, state agencies and:

Alfred P. Sloan Foundation Minority Ph.D. Program (MPHD)

630 Fifth Avenue, Suite 2200
New York, NY 10111
(212) 649-1649
www.sloan.org

In the Sloan Minority Ph.D. program (MPHD), the Foundation partners with select faculty, departments, and universities with proven track records of successfully recruiting and graduating minority Ph.D. candidates in STEM fields. Funds provide fellowships to minority students, allowing successful degree programs to enroll, train, and eventually graduate more students than would otherwise be possible.

Gates Millennium Scholars Program (GMS)

1805 7th Street NW
Washington, D.C. 20001
(877) 690-4677
www.gmsp.org

The goal of GMS is to promote academic excellence and provide an opportunity for outstanding minority students with significant financial need to reach their highest potential. Established in 1999 by a \$1 billion grant from the Bill and Melinda Gates Foundation, the program provides support for the cost of education by covering unmet need and self-help aid: graduate school funding for continuing scholars in the areas of computer science, education, engineering, library science, mathematics, public health or science, and leadership development programs with distinctive personal, academic and professional growth opportunities.

National Aeronautics and Space Administration Harriett G. Jenkins Pre-doctoral Fellowship Project (JFPF)

NASA Ames Research Center, Mail Stop 226-8
Moffett Field, CA 94035-1000
(650) 604-3495
www.nasa.gov

The Harriet G. Jenkins Pre-doctoral Fellowship Project is supported by NASA. The program seeks to increase the number of graduate degrees awarded to underrepresented persons (women, minorities and persons with disabilities) in the science, technology, engineering and mathematics, or STEM, disciplines. The ultimate goal is to increase the U.S. talent pool by developing a more inclusive, multicultural and sustainable STEM workforce. The JFPF provides up to three years of support and includes a Mentor-Protégé Initiative, Fellows Orientation, a Technical Exchange Symposium and the competitive Mini Research Award Program.

National Institute of General Medical Sciences (NIGMS/NIH)

45 Center Drive MSC 6200
Bethesda, MD 20892-6200
(301) 496-7301
www.nigms.nih.gov

NIGMS supports basic research that increases understanding of biological processes and supports research in certain clinical areas, primarily those that affect multiple organ systems. To assure the vitality and continued productivity of the research enterprise, NIGMS provides leadership in training the next generation of scientists, in enhancing the diversity of the scientific workforce, and in developing research capacities throughout the country.

National Science Foundation Alliances for Graduate Education and the Professoriate (AGEP/NSF)

Division of Human Resources
4201 Wilson Boulevard
Arlington, VA 22230
(703) 292-4669
www.nsf.gov

Funded by the National Science Foundation, Alliances for Graduate Education and the Professoriate seeks to significantly increase the number of underrepresented minorities (i.e., African Americans, Hispanics, American Indians, Alaska Natives, and Native Hawaiians or other Pacific Islanders) obtaining graduate degrees in science, technology, engineering and mathematics (STEM), and enhance the preparation of underrepresented minorities for faculty positions in academia.

Ronald E. McNair Postbaccalaureate Achievement Program (McNair)

U.S. Department of Education
Office of Postsecondary Education
1990 K Street N.W.
Washington, D.C. 20006-8510
(202) 502-7600
www.ed.gov

The McNair Program seeks to increase the attainment of Ph.D. degrees by students from underrepresented segments of society. Through a grant competition, funds are awarded to institutions of higher education to prepare eligible participants for doctoral studies through involvement in research and other scholarly activities. Participants are given opportunities for research, summer internships, seminars, tutoring, academic counseling, and other activities that are meant to solidify their path to graduate school.

Southern Regional Education Board (SREB)

592 10th St. N.W.
Atlanta, GA 30318-5776
(404) 875-9211
www.sreb.org

The Southern Regional Education Board developed the Doctoral Scholars Program in 1993 to address the shortage of minority Ph.D. students in faculty positions. The Doctoral Scholars Program provides multiple layers of support including financial assistance, academic/research funding, career counseling and job postings, scholar counseling and advocacy, a scholar directory for networking and recruiting, invitation to the annual Institute on Teaching and Mentoring, and continued early career support.

Western Interstate Commission for Higher Education (WICHE)

3035 Center Green Drive, Suite 200
Boulder, CO 80301-2204
(303) 541-0200
www.wiche.edu

Established in 1953, in Eugene, Oregon, The Western Interstate Commission for Higher Education is a regional organization created by the Western Regional Education Compact and adopted in the 1950s by western states. WICHE was created to facilitate resource sharing among the higher education systems of the West.

The Institute on Teaching and Mentoring Announces New Professional Partnerships

The goal of the Institute on Teaching and Mentoring is to continue to increase the numbers of minority and underrepresented faculty in our nation's higher education institutions. The Institute strives to provide additional professional resources to Institute attendees that can assist them during their doctoral studies and as they transition into their academic professional careers. To meet this goal SREB has entered into professional partnerships with four organizations. These partnerships provide access to a wider network of professionals that can assist you as you grow and develop in your career.

Listed below are broad overviews of each partner organization. In the Sunday morning Plenary Session from 9 a.m. to 10 a.m., representatives from each organization will provide more details on resources available to scholars.

National Center for Faculty Development and Diversity

The National Center for Faculty Development and Diversity is a community of 40,000 graduate students, post-docs, and faculty members that support each other through professional development opportunities, training, and mentoring. The organization offers on-campus workshops, professional development training, and intensive mentoring programs to those who join.

Website: <http://www.facultydiversity.org/>

Chronicle Vitae

Vitae is an online career hub that provides exemplary professional resources for faculty and administrators. Vitae supports an online community for participants to connect with peers, colleagues and mentors. Its advice column reveals candid tips for those who are seeking employment or presenting research at conferences. Vitae provides professional tools that include a free dossier service to manage research documents and letters of recommendations, and a comprehensive database of academic and administrative jobs.

Website: <https://chroniclevitae.com/>

Inside Higher Ed

Inside Higher Ed is an online source for news, opinion pieces and jobs that relate to higher education. The partnership with the SREB-State Doctoral Scholars Program seeks to extend the benefits of the Institute on Teaching and Mentoring year round, with resources to help scholars succeed as university faculty. It will connect minority doctoral students and young faculty with relevant professional development and job listings. These activities will support the mission of the Institute and the SREB-State Doctoral Scholars program to diversify the American professoriate.

Website: <https://www.insidehighered.com/>

Higher Education Recruitment Consortium (HERC)

HERC is a nonprofit consortium of over 600 colleges and universities seeking to recruit and retain the most talented and diverse faculty, staff and executives. The partnership encourages you to utilize its excellent, free resources for your academic job search process: access to more than 21,000 higher education job opportunities, webinars, a jobseeker blog, and many more helpful tools.

Visit Ruth Molina at HERC's exhibitor booth at the Institute for more information.

Website: <http://hercjobs.org/>

Institute Agenda at a Glance

All scholars should attend activities in **bold** below.

See the “Agenda in Detail” for sessions that are **REQUIRED** or recommended for your individual scholar group.

All Institute sessions are at the Omni Hotel at CNN Center, Atlanta, Georgia.

<u>Day/Date</u>	<u>Time</u>	<u>Activity</u>	<u>Page</u>
Thursday, October 30			
	Noon - 8 p.m.	Registration and Check-In	23
	Noon - 9 p.m.	Networking Break/Faculty Recruiting Station Visits	23
	5:30 - 6:30 p.m.	Orientations by Group — REQUIRED for ALL scholars	23
	6:30 - 7 p.m.	Networking Break/Faculty Recruiting Station Visits	24
	7 - 8 p.m.	Welcome and Opening Reception	24
	8 - 9 p.m.	Chalk Talk Training Session (for Chalk Talk presiders)	24
Friday, October 31			
	7 - 8:30 a.m.	Breakfast Group Meetings	25
	8:45 - 10:15 a.m.	Welcome, Opening Session and Keynote Addresses	26
	10:15 - 11 a.m.	Networking Break/Faculty Recruiting Station Visits	26
	11 a.m. - 12:30 p.m.	Concurrent Interest Sessions	27
	12:30 - 2 p.m.	Meet and Greet Luncheon and Plenary Session I	31
	2 - 2:30 p.m.	Networking Break/Faculty Recruiting Station Visits	31
	2:30 - 4 p.m.	Concurrent Interest Sessions	32
	4 - 5:30 p.m.	Networking Break/Faculty Recruiting Station Visits	35
	5:30 - 7:30 p.m.	Institute Graduates’ Awards Banquet	35
Saturday, November 1			
	7 - 8 a.m.	Chalk Talks and Networking Breakfasts by Discipline/Breakfast for Guests	37
	8 - 8:30 a.m.	Networking Break/Faculty Recruiting Station Visits	38
	8:30 - 9:30 a.m.	Plenary Session II	38
	9:30 - 10 a.m.	Networking Break/Faculty Recruiting Station Visits	38
	10 - 11:30 a.m.	Concurrent Interest Sessions	38
	11:30 - 1 p.m.	Luncheon and Awards Program	42
	1 - 1:30 p.m.	Networking Break/Faculty Recruiting Station Visits	42
	1 - 6:30 p.m.	Curriculum Vitae Review Sessions	42
	1:30 - 3 p.m.	Concurrent Interest Sessions	43
	3 - 4 p.m.	Group Photos	46
	4 p.m.	Free time (Dinner is on your own.)	47
Sunday, November 2			
	7:30 - 8:30 a.m.	Coffee/Juice	49
	8 - 9 a.m.	First-Year SREB-State Doctoral Scholars Meeting — REQUIRED ONLY for newly awarded SREB scholars	49
	8:30 - 10 a.m.	The Graduate School Application Process — REQUIRED for McNair, Gates and LSAMP undergraduate scholars	49
	9 - 10 a.m.	Plenary Session III	49
	10 - 11:30 a.m.	Brunch and Closing Session	50
	11:30 a.m. - Noon	Adjournment and Collection of Evaluation Forms	50

My Personal Schedule

Use this page to plan your Orientation, Breakfast Group, Interest Sessions and Networking Breaks.
All scholars should attend activities in **bold**. (See Page 16 for participating recruiters.)

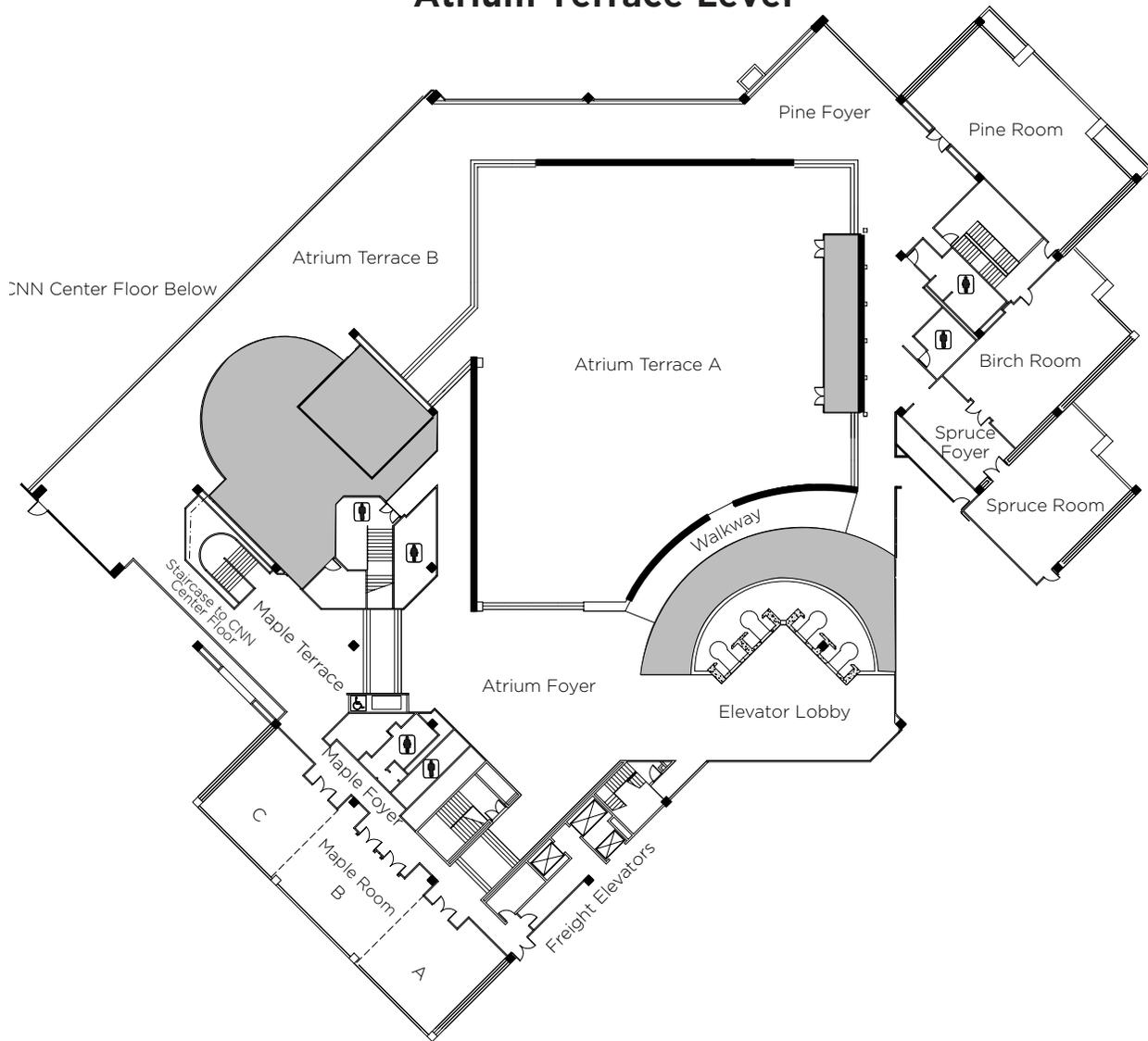
All Institute sessions are at the Omni Hotel at CNN Center, Atlanta, Georgia

<u>Date/Time</u>	<u>Sessions I choose to attend</u>	<u>Location</u>
Thursday, October 30		
Noon - 8 p.m.	Registration and Check-In	Pre-Function Lobby
Noon - 9 p.m.	Networking Break/Faculty Recruiting Station Visits	Grand Ballroom D2-E
5:30 - 6:30 p.m.	Orientation Sessions by Group: SREB, Sloan, Bridges, McNair, AGEP/SBE, NEBHE, Recruiters, Gates Millennium Scholars, NASA, LSAMP — REQUIRED for all scholars	
6:30 - 7 p.m.	Networking Break/Faculty Recruiting Station Visits	Grand Ballroom D2-E
7 - 8 p.m.	Welcome and Opening Reception	Atrium Terrace
8 - 9 p.m.	Chalk Talk Training Session (for Chalk Talk presiders)	Walnut
Friday, October 31		
7 - 8:30 a.m.	Breakfast Group Meeting: _____	_____
8:45 - 10:15 a.m.	Welcome, Opening Session and Keynote Addresses	International Ballroom
10:15 - 11 a.m.	Networking Break/Faculty Recruiting Station Visits: _____	Grand Ballroom D2-E
11 a.m. - 12:30 p.m.	Interest Session: _____	_____
12:30 - 2 p.m.	Meet and Greet Luncheon and Plenary Session I	International Ballroom
2 - 2:30 p.m.	Networking Break/Faculty Recruiting Station Visits: _____	Grand Ballroom D2-E
2:30 - 4 p.m.	Interest Session: _____	_____
4 - 5:30 p.m.	Networking Break/Faculty Recruiting Station Visits: _____	Grand Ballroom D2-E
5:30 - 7:30 p.m.	Institute Graduates' Awards Banquet	International Ballroom
Saturday, November 1		
7 - 8 a.m.	Breakfast for Guests and Recruiters	_____
7 - 8 a.m.	Chalk Talks and Networking Breakfasts by Discipline _____	_____
8 - 8:30 a.m.	Networking Break/Faculty Recruiting Station Visits: _____	Grand Ballroom D2-E
8:30 - 9:30 a.m.	Plenary Session II	International Ballroom
9:30 - 10 a.m.	Networking Break/Faculty Recruiting Station Visits: _____	Grand Ballroom D2-E
10 - 11:30 a.m.	Interest Session: _____	_____
11:30 a.m. - 1 p.m.	Lunch and Awards Program	International Ballroom
1 - 1:30 p.m.	Networking Break/Faculty Recruiting Station Visits: _____	Grand Ballroom D2-E
1 - 6:30 p.m.	Curriculum Vitae Reviews (First and Second Block of Sessions)	Spruce
1:30 - 3 p.m.	Interest Session: _____	_____
3 - 4 p.m.	Group Photos	Atrium Terrace
4 p.m.	Free time. Dinner is on your own.	
Sunday, November 2		
7:30 - 8:30 a.m.	Coffee/Juice	Pre-Function Lobby
8 - 9 a.m.	First-Year SREB-State Scholars Meeting — REQUIRED ONLY for newly awarded scholars	Dogwood A
8:30 - 10 a.m.	The Graduate School Application Process — REQUIRED for McNair, Gates and LSAMP scholars	Dogwood B
9 - 10 a.m.	Plenary Session III	Grand Ballroom A&B
10 - 11:30 a.m.	Brunch and Closing Session — For all attendees	International Ballroom
11:30 a.m. - Noon	Adjournment and Collection of Evaluation Forms	Pre-Function Lobby

Meeting Room Maps

Omni Hotel - CNN Center

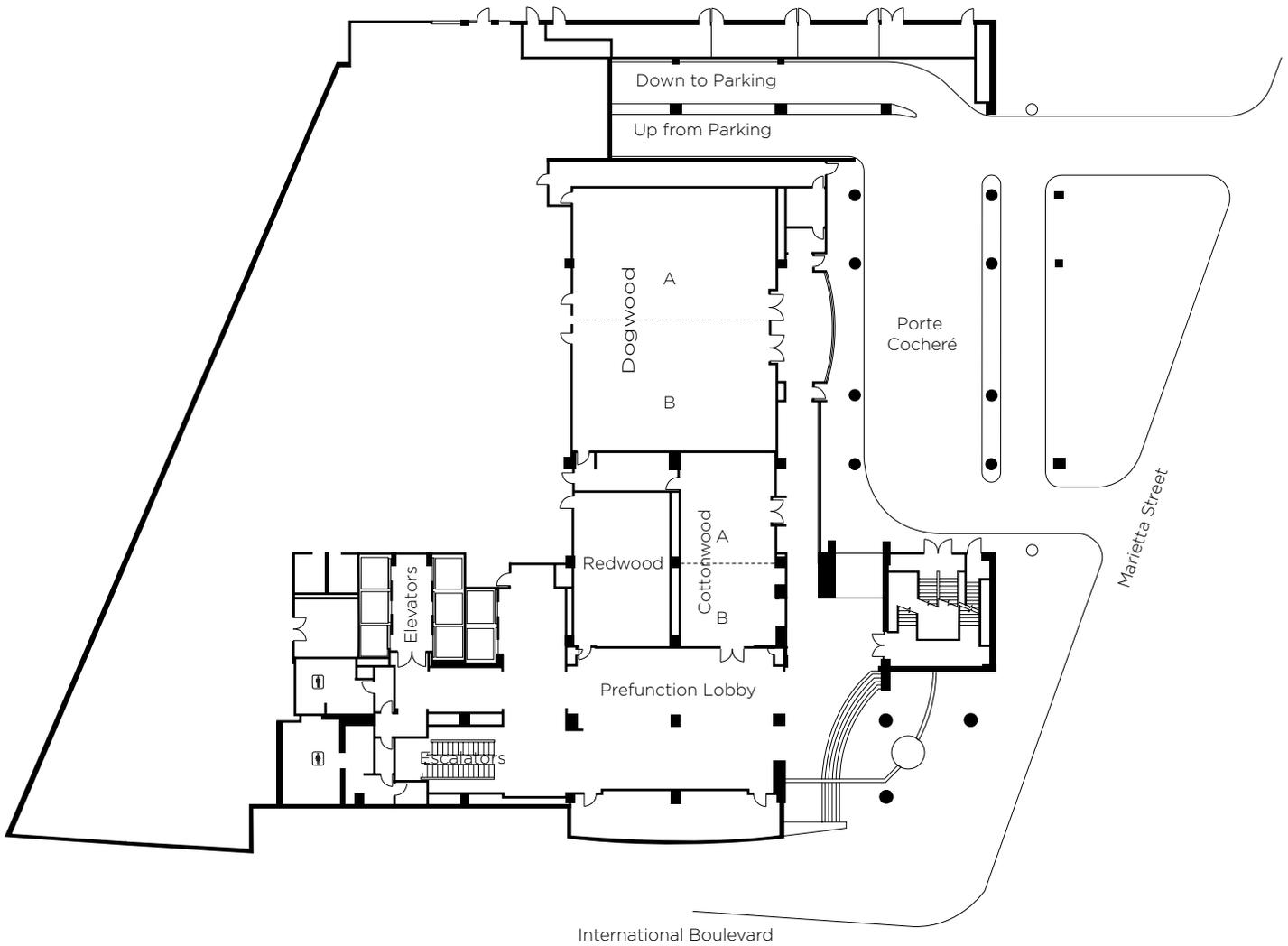
South Tower Atrium Terrace Level



Meeting Room Maps

Omni Hotel - CNN Center

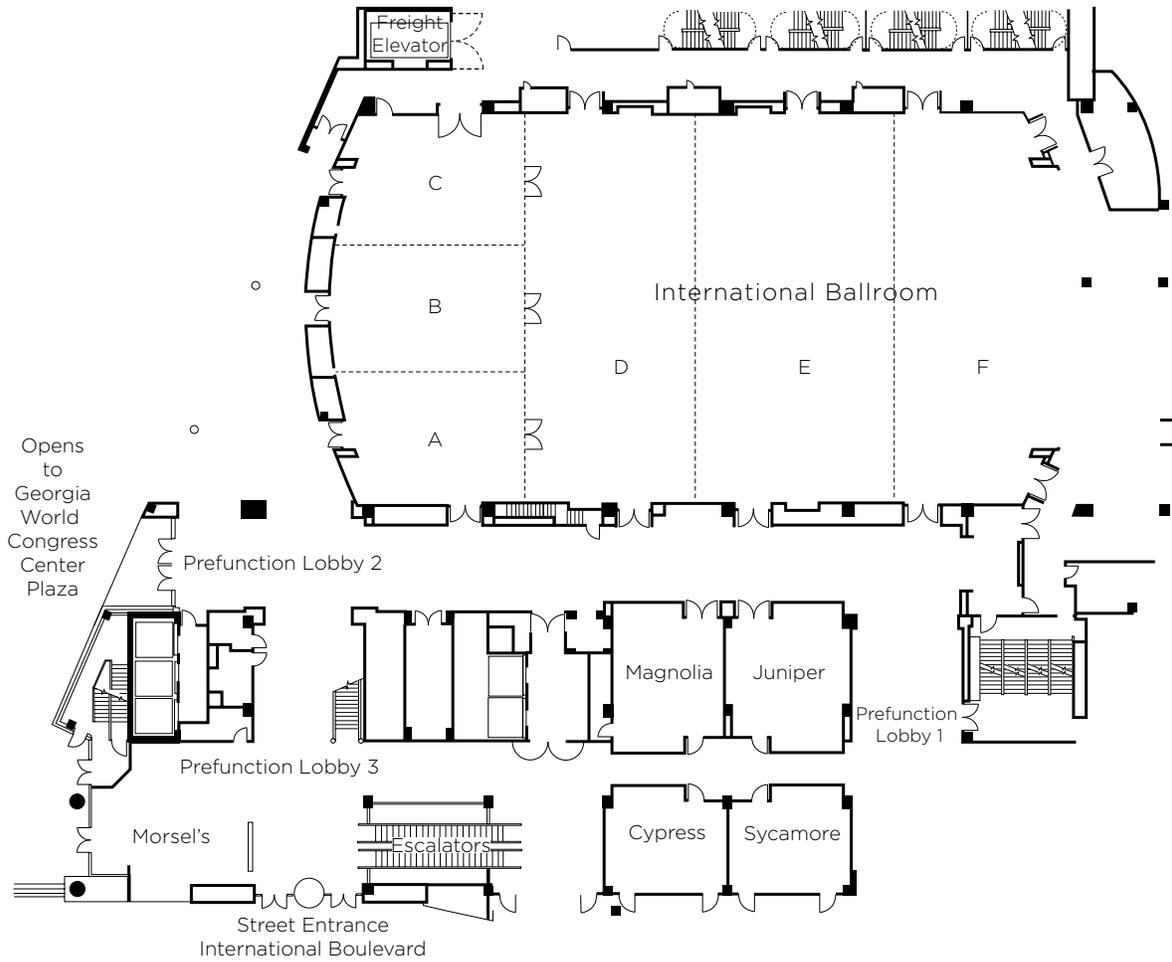
North Tower M1/Street Level



Meeting Room Maps

Omni Hotel - CNN Center

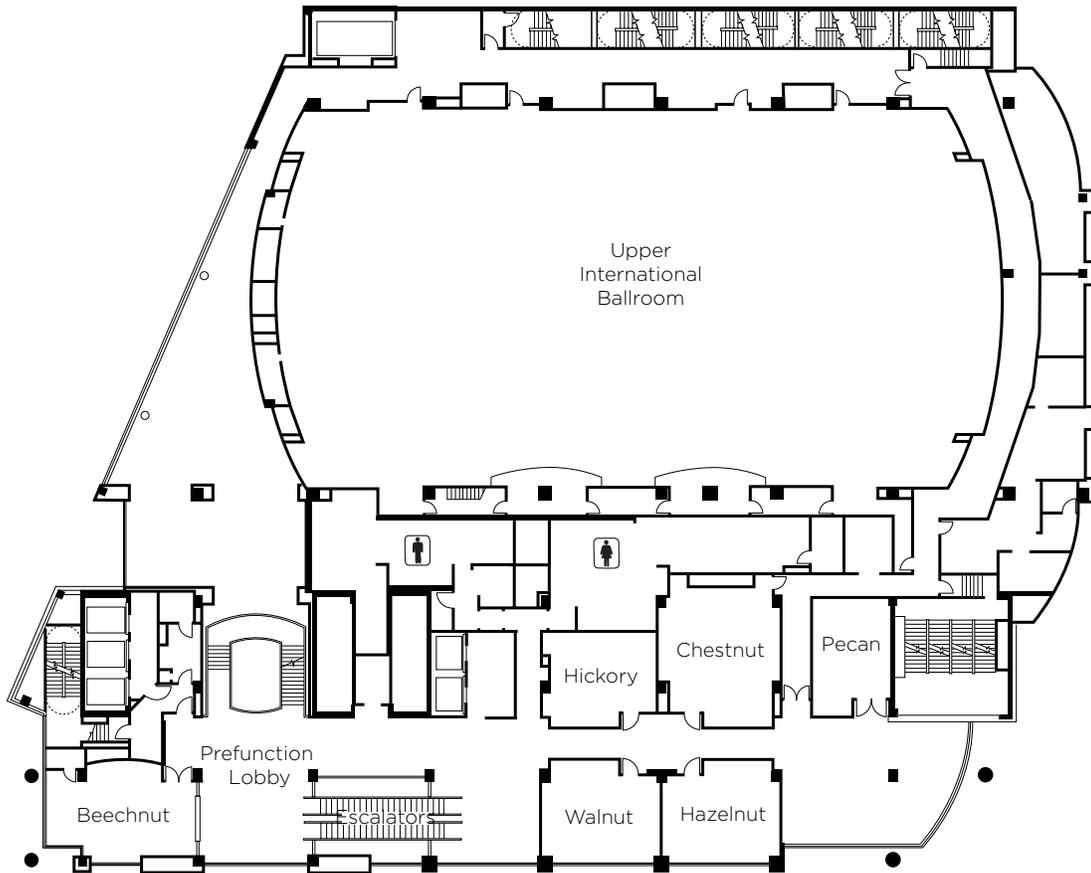
North Tower M2/International Ballroom Level



Meeting Room Maps

Omni Hotel - CNN Center

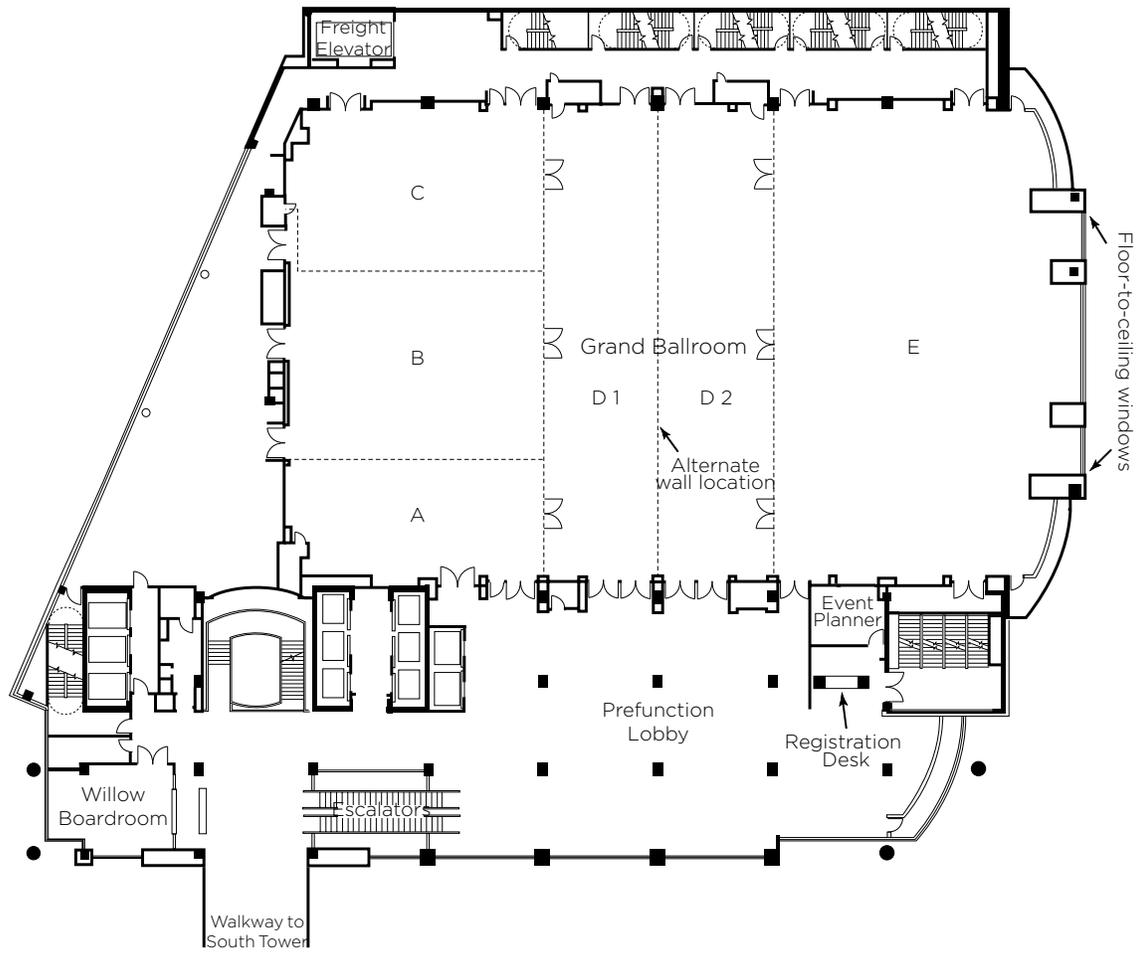
North Tower M3/Meeting Level



Meeting Room Maps

Omni Hotel - CNN Center

North Tower M4/Grand Ballroom Level



Recruiter Representatives

Agnes Scott College

Decatur, GA
Jennifer Hughes
Kijua Sanders-McMurty

Auburn University

Auburn, AL
Brenda Allen
Michelle Cole
Keri Hesson
Overtoun Jenda

A.T. Still University

Kirksville, MO
Tonya Fitch
Clinton Normore

Augustana College

Rock Island, IL
Steve Bahls
Jose Boquin
Jeffrey Ratliff-Crain
Christopher Whitt
Sheila Witherspoon

Ball State University

Muncie, IN
Jayanthi Kandiah

Belmont University

Nashville, TN
Loretta Bond
Thomas Burns
Colin Cannonier
Michelle Guinn
Hyangsook Lee

Birmingham-Southern College

Birmingham, AL
Mark Schantz
Michelle Behr

Bloomsburg University

Bloomsburg, PA
Ekema Agbaw
Kate Bauman
Jonathan Lincoln
Michael Stephans
Caryn Terwilliger
Irvin Wright

Buffalo State University

The State University of New York

Buffalo, NY
Dwight Hennessy
Karen Clinton Jones

California State University, East Bay

Hayward, CA
Dianne Woods

California University of Pennsylvania

California, PA
John Burnett
Kelton Edmonds
Ayanna Lyles
Ali Sezer

Centre College

Danville, KY
Beth Glazier-McDonald

Clemson University

Clemson, SC
Kenna Duckworth
Frankie Felder
Cherese Fine
Lewis Knighton
Leon Wiles
Curtis White

Colby-Sawyer College

New London, NH
Omari Jackson

East Tennessee State University

Johnson City, TN
Angela Claxton-Freeman
Keith Johnson
Mary Jordan

Eastern Kentucky University

Richmond, KY
Sandra Moore

Georgia State University

Atlanta, GA
Lisa Armistead
Fatuma Dahir
Lynda Brown-Wright

Grinnell College

Grinnell, IA
Fernan Jaramillo
Paula Schlax
Kathleen Siwicki
Jim Swartz

Henderson State University

Arkadelphia, AR
Steve Adkison
Celya Taylor
Kenneth Taylor

HERC (Higher Education Recruitment Consortium)

Cambridge, MA
Ruth Molina

Hope College

Holland, MI
Kenneth Brown
Sonja Trent-Brown
Scott Vanderstoep

Ithaca College

Ithaca, NY
Belisa Gonzalez
Danette Johnson
Michelle Rios-Dominguez

Indiana University-Purdue University

Indianapolis

Indianapolis, IN
Margo Foreman
Wayne Hilson
Nashara Mitchell

Kent State University

Kent, OH
Alfreda Brown
Barbara Johnson
Bathi Kasturiarachi
AnnMarie LeBlanc
Dan Mahony
J. Mark Pike
Carol Sedlak
Richard Serpe
Federico Subervi
Keith Wisdom

Kentucky Community and Technical College System

Versailles, KY
Natalie Gibson
Carla Perry

Kentucky State University

Frankfort, KY
Vernell Bennett

Liberal Arts Colleges

Association For Faculty Inclusion

Grinnell, IA
Northfield, MN
Fernan Jaramillo
Paula Schlax
Kathleen Siwicki
Jim Swartz

Metropolitan State University of Denver

Denver, CO
Myron Anderson
Cindy Carlson
Angela Marquez
Percy Morehouse
Luis Torres

Middle Tennessee State University

Murfreesboro, TN
Thomas Bynum
Dwight Patterson

Mississippi Institutions of Higher Learning

Jackson, MS
Pearl Pennington

Recruiter Representatives, *continued*

Morehead State University

Morehead, KY
Charles Holloway
Clarenda Phillips

Murray State University

Murray, KY
Bommanna Loganathan

National Aeronautics and Space Administration (NASA)

Washington, DC
Roosevelt Johnson
Joeletta Patrick
Michelle Sanders

North Carolina State University

Raleigh, NC
Rajade James
Garry Morgan

North Dakota State University

Fargo, ND
Deland Myers
Evie Myers

Northeastern University

Boston, MA
John Armendariz

Northern Kentucky University

Highland Heights, KY
Judy Voelker

Oklahoma State University

Stillwater, OK
Jovette Dew

Old Dominion University

Norfolk, VA
Gail Dickenson
Alvin Holder
Stephanie Sanders
Bob Spina

Philadelphia College of Osteopathic Medicine

Philadelphia, PA
Trena Gologan
Lisa McBride
Marsha Williams

Pomona College

Claremont, CA
Fernando Lozano
Sharon Stranford

Purdue University

West Lafayette, IN
Dwight Lewis
Gwendolyn Taylor

Rochester Institute of Technology

Rochester, NY
Renee Baker
Linda Tolan
Laura Tubbs

The State University of New York at Stony Brook

Stony Brook, NY
Terrance Buck
Kathryne Piazzola
Karian Wright

Temple University

Philadelphia, PA
Tiffenia Archie
Tara Schumacher

The College of William and Mary

Williamsburg, VA
Wandalyn Glover

The Ohio State University

Columbus, OH
Patrice Dickerson
Marcela Hernandez

University at Albany, State University of New York

Albany, NY
Deborah Nazon

University of Alabama

Tuscaloosa, AL
Roger Sidje

University of Alaska, Anchorage

Anchorage, AK
Elisha Baker
John Petraitis
Heather Ryan
Landry Signe
Marva Watson

University of Arkansas

Fayetteville, AR
Vicky Hartwell

University of California, Irvine

Irvine, CA
Anne Calof
Christopher Dobrian
Douglas Haynes
Dina Jankowski
Roxanne Silver
Veronica Vieira

University of California, San Diego

La Jolla, CA
Christopher Murphy

University of Central Arkansas

Conway, AR
Angela Webster

University of Cincinnati

Cincinnati, OH
Patrice DeLeon
Kimberly Jacobs-Beck
Marilyn Kershaw
Robin Martin
Marlene Miner

University of Georgia

Athens, GA
Randolph Carter
Kecia Thomas

University of Illinois at Urbana-Champaign

Champaign, IL
Wendy Heller
Menah Pratt-Clarke

University of Kentucky

Lexington, KY
Sonja Feist-Price

University of Louisville

Louisville, KY
Latonia Craig
Diana Whitlock

University of Maryland, Baltimore County

Baltimore, MD
Lee Blaney
Kathleen Carroll
Omar Ka
Autumn Reed

University of Miami

Coral Gables, FL
Bill Tallman

University of North Florida

Jacksonville, FL
Christopher Johnson
Judy Rodriguez
JeffriAnne Wilder

University of Rochester

Rochester, NY
Amy Lerner
Patrice Tankam
Kurt Zeller

University of South Florida

Tampa, FL
Kofi Glover
Jose Hernandez
Devona Pierre
Frank Muller-Karger
Gene Murdock

Recruiter Representatives, *continued*

University of Tennessee, Knoxville

Knoxville, TN
Ernest Brothers

University of Tennessee at Chattanooga

Chattanooga, TN
Terrence Banks
Aaron Booker
Valerie Rutledge
Bryan Samuel

University of Texas, Austin

Austin, TX
Samuel Moore

University of Tulsa

Tulsa, OK
Jacqueline Caldwell

Virginia Community College System

Richmond, VA
Christopher Lee
Catherine Puckett

Virginia Polytechnic Institute and State University

Blacksburg, VA
James Anderson
Mary Madis
Jody Thompson-Marshall

Washington University School of Medicine

St. Louis, MO
Mary Bradley
John Russell
Rochelle Smith

West Virginia University

Morgantown, WV
Kisstaman Epps
David Fryson

Western Illinois University

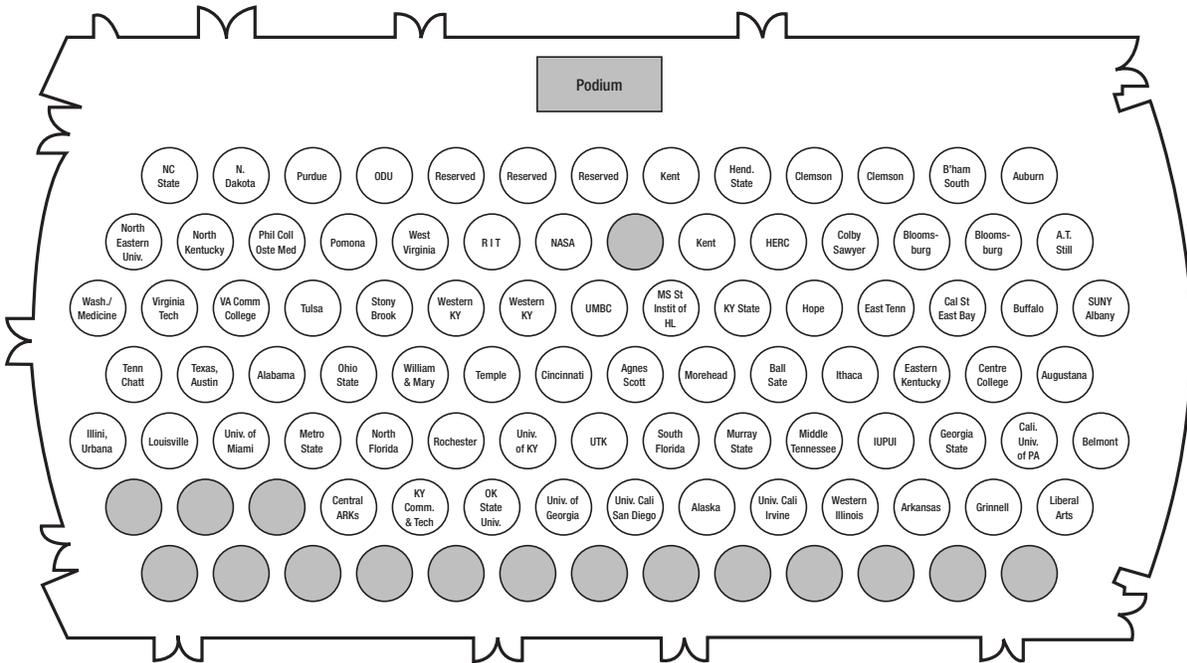
Macomb, IL
Ronald Williams

Western Kentucky University

Bowling Green, KY
Andrea Barnes
Gordon Baylis
Monica Burke
Evelyn Ellis
Richard Miller

Recruiter Table Reservations

International Ballroom

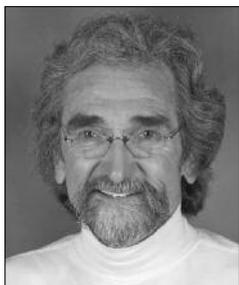


Recruiter Table Reservations

Friday, October 31, 2014
 Meet & Greet Luncheon
 12:30 - 2:00 P.M.

Plenary Speakers

Charles Dziuban



Dr. Charles Dziuban is Director of the Research Initiative for Teaching Effectiveness at the University of Central Florida (UCF), where he has been a faculty member since 1970, teaching research design and statistics. Since 1996, he has directed the impact evaluation for UCF's Distributed Learning Initiative examining student and faculty outcomes as well as gauging the impact of online, blended and lecture-capture courses on the university. Dr. Dziuban has published in numerous journals, including *Multivariate Behavioral Research*, *The Psychological Bulletin*, *Educational and Psychological Measurement*, the *American Education Research Journal*, *Phi Delta Kappan*, *The Internet in Higher Education*, the *Journal of Asynchronous Learning Networks*, and *Sloan-C View*. His methods for determining psychometric adequacy have been featured in both the SPSS and the SAS packages. He has received funding from several government and industrial agencies. Charles received his Ph. D from the University of Wisconsin.

Mary Gonzalez



Dr. Gonzalez is an Associate Vice President for Student Access in the division of Academic Affairs at Texas A&M University-Kingsville. She oversees the division of Special Programs, which houses eight TRIO Programs funded through the U.S. Department of Education, as well as a Collegiate Work-Study Mentorship Program funded through the Texas Higher Education Coordinating Board. In addition, she recently received a \$7.2 million dollar grant for GEARUP, to provide services in the surrounding rural schools. Dr. Gonzalez has worked in higher education for 25 years and has conducted training for numerous Department of Education training grants across the United States, including Pennsylvania State University, the Council for Opportunity in Education (COE), the University of Nevada at Las Vegas, and the Southeastern Association of Educational Opportunity Program Personnel within TRIO programs throughout the nation. Her focal point is diversity through staff, and advancement of minorities in STEM fields through undergraduate research.

Scott Jaschik



Scott Jaschik is editor and one of three founders of *Inside Higher Ed*, where he co-leads editorial operations, overseeing news content, opinion pieces, career advice, blogs and other features. Scott is a leading voice on higher education issues, quoted regularly in publications nationwide, and publishing articles on colleges in *The New York Times*, *The Boston Globe*, *The Washington Post*, *Salon*, and elsewhere. He has been a judge or screener for the National Magazine Awards, the Online Journalism Awards, the Folio Editorial Excellence Awards, and the Education Writers Association Awards. Scott is a member of the board of the Education Writers Association. He has served as a mentor in the Community College Fellowship Program of the Hechinger Institute on Education and the Media, of Teachers College, Columbia University. Scott graduated from Cornell University in 1985.

William Haupricht



William Haupricht is Vice President of Institutional Relations at the National Center for Faculty Development & Diversity and serves as the primary liaison for the support of the NCFDD's strategic partnerships with colleges, universities, foundations, professional organizations and governmental agencies. He brings to the center a career in management consulting and has worked with a number of different organizations in supporting their member relationships and growth initiatives.

Plenary Speakers

Freeman A. Hrabowski



Dr. Hrabowski has been President of the University of Maryland, Baltimore County (UMBC) since 1992. He also serves as a consultant on science and math education for national agencies, universities, and school systems. He was recently named by President Obama to chair the newly created President's Advisory Commission on Educational Excellence for African Americans. He also chaired the National Academies committee that produced the 2011 report *Expanding Underrepresented Minority Participation: America's Science and Technology Talent at the Crossroads*. Named one of the 100 Most Influential People in the World by TIME (2012) and one of America's Best Leaders by U.S. News & World Report (2008), Dr. Hrabowski also received TIAA-CREF's *Theodore M. Hesburgh Award for Leadership Excellence* (2011), the Carnegie Corporation's *Academic Leadership Award* (2011), and the *Heinz Award* (2012) for contributions to improving the "Human Condition."

Daniel Jean



Dr. Daniel (Danny) Jean is a Newark, New Jersey native who rose from a 1.9 gpa to earn his Ph.D. He is currently Executive Director of Educational Opportunity Fund (EOF) Program and Academic Development, and adjunct professor of Education at Montclair State University. Danny is also author, motivational speaker, swagger trainer, playwright, poet, and founder of Wordstravel.org — an organization that offers empowerment and "edutainment" to all groups. Under his leadership, the EOF program recruits and enrolls a highly motivated and ethnically diverse community of scholars. His research focuses on the academic and social integration of first-generation college students and his retention initiatives have resulted in three consecutive years of first to second year retention increases (88%, 92%, 90%) for "special admit" populations — higher than the regular admit population. Danny's most recent play "Til Death Do Us Part?" ran Off-Off-Broadway in NYC August 2010 and August 2012.

Stacey Patton



Dr. Patton is a Senior Enterprise Reporter for *The Chronicle of Higher Education*. She writes about graduate education, adjuncts, faculty career issues and research, race, and diversity. Patton has also written for the *New York Times*, *The Washington Post*, *The Baltimore Sun*, *The Root*, and *Newsday*. She is the recipient of journalism awards from the William Randolph Hearst Foundation, the National Association of Black Journalists, New York Women in Communications, and the Scripps Howard Foundation. Dr. Patton received her Ph.D. in African-American History from Rutgers University, where her dissertation was titled *Why Black Children Can't Grow Up: The Construction of Racial Childhood in American Life, 1880-1954*. She is the author of *That Mean Old Yesterday*, a memoir that examines the historical roots of corporal punishment in African American communities.

Daryl G. Smith



Dr. Smith is a Senior Research Fellow and Professor Emerita of Education and Psychology at Claremont Graduate University. Prior to assuming her current faculty position, Smith served as a college administrator in planning and evaluation, institutional research, and student affairs. Her research, teaching, and publications have been in the areas of organizational implications of diversity, assessment and evaluation, leadership and change, governance, diversity in STEM fields, and faculty diversity. She has served as an evaluator and consultant to numerous projects and campuses across the country. She also served as one of three principals responsible for the evaluation of the Campus Diversity Initiative for the James Irvine Foundation, in collaboration with the Association of American Colleges and Universities in Washington, DC. She received her Ph.D. in Social Psychology and Higher Education from Claremont Graduate University.

Plenary Speakers

Orlando L. Taylor



Dr. Taylor is Vice President of Strategic Initiatives and Research at Fielding Graduate University in Santa Barbara, California. Prior to this, he held the position of President of the Washington, D.C., campus of The Chicago School of Professional Psychology and Professor of International Psychology. He is a Senior Fellow at the Association of American Colleges and Universities. Previously, Dr. Taylor served as Vice Provost for Research and Dean of the Graduate School at Howard University. Author of numerous publications, Dr. Taylor is a leader in several national initiatives for graduate education, particularly those relating to access, equity, and preparing the next generation of faculty. He currently directs an NSF-funded initiative at The Chicago School to advance women in the STEM fields into leadership roles at the nation's HBCUs.

Agenda in Detail

Institute 2014

Thursday, October 30

Noon - 8 p.m.	Registration and Check-In	Pre-Function Lobby
Noon - 9 p.m.	Networking/Faculty Recruiting Station Visits <i>(Faculty recruiting stations are open until Saturday. Scholars are encouraged to visit.)</i>	Grand Ballroom D2-E
5:30 - 6:30 p.m.	ORIENTATION SESSIONS BY GROUP	
	Orientation for SREB-State Doctoral Scholars and Faculty Representatives (Required)	Grand Ballroom B
	<i>Presiding and Presenter: Ansley Abraham, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</i>	
	<i>Presenter: Veda Overton-Houston, Program Accounting Assistant, SREB- State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</i>	
	<i>Presenter: Chanell Turner, Publications and Programming Assistant, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</i>	
	<i>Presenter: Tammy Wright, Coordinator, Institute and Scholar Services, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</i>	
	Orientation for Alfred P. Sloan Minority Ph.D. Program Scholars and Directors (Required) (66)	Pine
	<i>Presiding and Presenter: Elizabeth Boylan, Program Director, Alfred P. Sloan Foundation, New York, NY</i>	
	<i>Presenter: Denise Ellis, Program Manager, Alfred P. Sloan Foundation Graduate Scholarship Programs, NACME, New York, NY</i>	
	Orientation for Bridges to the Professoriate, FASEB Scholars and Faculty Representatives (Required)	Dogwood A
	<i>Presiding: Ken Pepion, Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Boulder, CO</i>	
	Orientation for Ronald E. McNair Postbaccalaureate Achievement Program Scholars and Directors (Required)	Dogwood B
	<i>Presiding: John Mateja, Director, Ronald McNair Postbaccalaureate Achievement Program, Murray State University, Murray, KY</i>	
	<i>Presenter: Cynthia Hill, Associate Provost and McNair Director, University of Maryland Baltimore County, Baltimore, MD</i>	

Thursday, October 30, *continued*

5:30 - 6:30 p.m.	ORIENTATION SESSIONS BY GROUP (continued)	
	Orientation for Alliances for Graduate Education and the Professoriate (AGEP); Social, Behavioral and Economic Sciences (SBE) Scholars; and Program Representatives (Required)	Cottonwood
	<i>Presiding and Presenter: Robert L. Belle Jr.</i> , Associate Director, SREB-State Doctoral Scholars Program and AGEP, Southern Regional Education Board, Atlanta, GA	
	Orientation for New England Scholars and Representatives	Cypress
	<i>Presiding: Emorcia Hill</i> , Director, Converge, Research and Evaluation, Harvard Medical School, Office for Diversity and Community Partnership, Boston, MA	
	Orientation for Gates Millennium Scholars Program Scholars and Faculty (Required)	Magnolia
	<i>Presiding: Marcus Ware</i> , Campus Engagement Manager, Gates Millennium Scholars Program, United Negro College Fund, Washington, D.C.	
	Orientation for Recruiters	Grand Ballroom C
	<i>Presiding: Rana Johnson</i> , Chief Diversity Officer, Kentucky Council on Postsecondary Education, Frankfort, KY	
	Orientation for NASA Fellows (Required)	Juniper
	<i>Presiding and Presenter: Roosevelt Johnson</i> , Deputy Associate Administrator for Education, National Aeronautics and Space Administration (NASA), Washington, DC	
	Orientation for Louis Stokes Alliance for Minority Participation (LSAMP)	Hazelnut
	<i>Presiding and Presenter: Angela Birkes-Grier</i> , Director, Peach State Louis Stokes Alliance for Minority Participation, University of Georgia, Athens, GA	
6:30 - 7 p.m.	Networking Break/Faculty Recruiting Station Visits	Grand Ballroom D2-E
7 - 8 p.m.	WELCOME AND OPENING RECEPTION	Atrium Terrace
	<i>Presiding: Ken Pepion</i> , Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Boulder, CO	
8 - 9 p.m.	Chalk Talk Training Session (for Chalk Talk presiders)	Walnut
	<i>Presiding: Antionette Denise Stroter</i> , Director of Research and Evaluation, Interactive Inc., Ashland, VA	
8 - 9 p.m.	Presider Orientation Session (for session presiders)	Dogwood A
	<i>Presiding: Walter R. Jacobs Jr.</i> , Senior Consultant, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA	

Friday, October 31

7 - 8:30 a.m.

BREAKFAST GROUP MEETINGS

Breakfast Meeting for SREB-State Doctoral Scholars, Faculty Representatives and Guests (Required)

Atrium Terrace A

Presiding and Presenter: Ansley Abraham, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA

Presenter: Dave Spence, President, Southern Regional Education Board, Atlanta, GA

Presenter: Joan M. Lord, Vice President, Education Policies, Southern Regional Education Board, Atlanta, GA

Breakfast Meeting for Sloan Scholars and Directors

Grand Ballroom A&B

Presiding: Stephen Ruffin, Professor, School of Aerospace Engineering, Georgia Institute of Technology, Atlanta, GA

Presenter: Daniel Romero, Research Fellow, School of Information, University of Michigan, Ann Arbor, MI

Breakfast Meeting for Bridges, Faculty Representatives and Guests (Required)

Grand Ballroom C

Presiding: Ken Pepion, Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Boulder, CO

Presenter: Shawn Drew Gaillard, Molecular Biologist and Program Director, National Institute of General Medical Sciences, National Institutes of Health, Bethesda, MD

Breakfast Meeting for McNair Scholars, Faculty Representatives and Guests (Required)

Dogwood B

Presiding: Diana Elrod, Director, Ronald E. McNair Postbaccalaureate Achievement Program, University of North Texas, Denton, TX

Presenter: Lynn Curry, Director, Ronald E. McNair Postbaccalaureate Achievement Program, Central Michigan University, Mount Pleasant, MI

Breakfast Meeting for New England Scholars and Representatives (Required)

Sycamore

Presiding: Emorcia Hill, Director, Converge, Research and Evaluation, Office for Diversity and Community, Harvard Medical School, Partnership, Boston, MA

Breakfast Meeting for Alliances for Graduate Education and the Professoriate (AGEP); Social, Behavioral and Economic Sciences (SBE) Scholars; Program Representatives and Guests (Required)

Dogwood A

Presiding and Presenter: Robert L. Belle Jr., Associate Director, SREB-State Doctoral Scholars Program and AGEP, Southern Regional Education Board, Atlanta, GA

Friday, October 31, *continued*

- 7 - 8:30 a.m. **BREAKFAST GROUP MEETINGS (continued)**
- Breakfast Meeting for Gates Millennium Scholars Program Participants (Required)** **Redwood**
- Presiding: Marcus Ware*, Campus Engagement Manager, Gates Millennium Scholars Program, United Negro College Fund, Washington, D.C.
- Breakfast for Guests, Recruiters and Compact Graduates** **Cottonwood**
- Breakfast Meeting for NASA Fellows** **Cypress**
- Presiding: Michelle L. Sanders*, MUREP Program Coordinator/Fellowship Deputy Program Manager, The Collaborative Lockheed-Martin Office of Education and Public Outreach, NASA Ames Research Center, Moffett Field, CA
- Presenter: Joeletta Patrick*, Assistant Director and Minority University Research and Education Project Manager, STEM Education and Accountability Education Office, NASA, Washington, D.C.
- Breakfast Meeting for Louis Stokes Alliance for Minority Participation Participants (LSAMP)** **Magnolia**
- Presiding: Angela Birkes-Grier*, Angela Birkes-Grier, Director, Peach State Louis Stokes Alliance for Minority Participation, University of Georgia, Athens, GA
- 8:45 - 10:15 a.m. **WELCOME, OPENING SESSION AND KEYNOTE ADDRESSES** **International Ballroom**
- Research shows that minority and majority faculty members have markedly different perceptions of the culture, climate and collegiality at their institutions. Yet many minority faculty members report that they are satisfied with their careers and would not choose another path. At this opening session, speakers will share the personal experiences that led them to productive, successful careers in the academy.
- Presiding and Presenter: Ansley Abraham*, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA
- Presenter: Mary Gonzalez*, Associate Vice President for Student Access, Texas A&M University-Kingsville, Kingsville, TX
- Presenter: Daniel Jean*, Executive Director of Educational Opportunity Fund and Founder of Wordstravel.org, Montclair State University, Haledon, NJ
- Presenter: Orlando L. Taylor*, Vice President of Strategic Initiatives and Research, Fielding Graduate University, Washington D.C.
- 10:15 - 11 a.m. **Networking Break/Faculty Recruiting Station Visits** **Grand Ballroom D2-E**
- (Faculty recruiting stations are open until Saturday. Scholars are encouraged to visit.)*

Friday, October 31, *continued*

11 a.m. - 12:30 p.m. **CONCURRENT INTEREST SESSIONS**

Speaking About Science (27)

Dogwood A

What are the core elements of a good scientific presentation? This interactive seminar will look at refining the structural components of any talk to ensure that it is clear, concise and engaging, no matter who may be in attendance. Topics include: identifying the focus and theme, creating effective visual aids, how to begin and end a talk, and how to make a talk relevant to a variety of audiences.

Presiding: **Janelle Coleman**, Adjunct Professor, Spanish, Maryville College, Maryville, TN

Presenter: **Scott Morgan**, Director, The Morgan Group, Washington, DC

McNair Directors Meeting

Pecan

Presiding: **Demetria Hereford**, Assistant Director, Ronald E. McNair Postbaccalaureate Achievement Program, The University of Mississippi, University, MS

Presenter: **Robert L. Belle Jr.**, Associate Director, SREB-State Doctoral Scholars Program and AGEP, Southern Regional Education Board, Atlanta, GA

Negotiating Your First Faculty Position (28)

Dogwood B

(Recommended for advanced doctoral scholars)

How do you identify and land your first academic appointment? In this session, you will learn how to select the type of institution you wish to target, and develop key strategies for searching, interviewing and negotiating. Highlights will include a question-and-answer session and, if time permits, a discussion of steps to success in the first five years of the professoriate.

Presiding and Presenter: **Kofi Lomotey**, Bardo Distinguished Professor, Department of Human Services, College of Education/Allied Professions, Western Carolina University, Cullowhee, NC

Presenter: **Zebulon V. Kendrick**, Vice Provost, Temple University, Philadelphia, PA

The Highway to the Ph.D.: Avoiding Roadkill (29)

Cottonwood

The purpose of this presentation is to assist doctoral students in the process of identifying and developing effective strategies for the completion of their doctoral degrees. The faculty presenters will explore the complexity of issues while engaging students in a dialogue that will provide a clear vision of this rewarding and challenging writing process. Several questions will be addressed in this session that will give doctoral students better insight about strategies they can employ to 'avoid roadkill' on their highway toward the Ph.D.

Presiding: **Krista Copper**, SREB- State Doctoral Scholars Program Graduate, Atlanta, GA

Presenter: **Anthony Colella**, Professor of Educational Leadership, Management and Policy, Seton Hall University, College of Education and Human Services, Brentwood, TN

Presenter: **Sheila Gregory**, Professor, Educational Leadership and Higher Education, Clark Atlanta University, Atlanta, GA

Friday, October 31, *continued*

11 a.m. - 12:30 p.m.

CONCURRENT INTEREST SESSIONS (continued)

Writing Your Dissertation (30)

Redwood

Get a handle on the specific process of writing the dissertation step by step, from defining a topic to publishing the final document. Included will be success stories, common barriers in the writing process, various writing styles, and suggestions for using your dissertation as a springboard to publication and other professional work.

Presiding and Presenter: **David Schuldberg**, Professor of Psychology and Director of Clinical Training, University of Montana, Missoula, MT

Tips for Writing Proposals (31)

Maple Room AB

Your ability to obtain external funding is a common criterion for promotion and tenure. Grants promote vigorous research and scholarship by providing student assistants' summer salaries, release time, travel funds and supplies. This session will provide keys for graduate students and new faculty members (particularly those at research universities) to secure more grant support.

Presiding: **Wilbert Long**, National Research Award (NRSA) Post Doctoral Fellow, University of Pennsylvania, Philadelphia, PA

Presenter: **Wendy Carter-Veale**, Co-Founder, HigherEd Consulting Services LLC, Lewiston, NC

Managing Stress and Time (32)

Spruce

TAKE BACK YOUR LIFE! There are only 24 hours in a day. No matter how well you manage them, they won't become 25. The greatest revolution of our generation is the discovery that by changing our inner attitudes, we can change the outer aspects of our lives. You can take back your life and create a new reality for yourself, increasing your productivity and your quality of life.

Presiding: **Daniel Curly**, Investigator/Equal Opportunity Specialist, U.S. Department of Housing and Urban Development, Jackson, MS

Presenter: **Margaret Daniels Tyler**, Philanthropic Advisor/Educational Strategist, The Tyler Group, Affiliate of the Strategic Consulting Network, Boston, MA

Teaching Session I: Engaging Post-Millennial Students (11)

Magnolia

As we head toward the year 2020, it would seem that education has been repackaged to meet the post-millennial student. This is not far from the truth. In fact, the learning in most academic institutions has switched to preparing educators to teach in flipped classrooms, MOOC structures, and online platforms. In this milieu of changes, both instructors and students — whether they are post-millennials or other generations — are determining how to engage online and offline to create social presence and relevance in education. This session will present factors in creating presence in the classroom to engage students, share a 12-tip handout on taking best practices for offline teaching and using them online, and recommend ways to teach and work within a changing academic teaching context.

Presiding and Presenter: **Carolyn Gentle-Genitty**, Interim Bachelors of Social Work Program Director, Indiana University School of Social Work, Indianapolis, IN

Friday, October 31, *continued*

11 a.m. - 12:30 p.m. **CONCURRENT INTEREST SESSIONS (continued)**

Solo Success — How to Thrive in Graduate School When You're The ONLY _____ in Your Department (33)

Birch

Underrepresented graduate students often report difficulty navigating the politics of academic departments and finding the kinds of mentors, sponsors and collaborators that lead to a Ph.D. and success in the academic job market. This session will clarify: (1) the three biggest mistakes in department politics, (2) the best strategies for earning a doctorate and getting an academic job, and (3) how to build the kind of broad mentoring network that will sustain you throughout your academic career. All attendees will receive a complimentary one-year membership in the National Center for Faculty Development & Diversity.

Presiding: **LaSharon Mosley**, Assistant Professor, Biological Sciences, University of Cincinnati, Cincinnati, Ohio

Presenter: **Kerry Ann Rockquemore**, President and CEO, National Center for Faculty Development and Diversity, Detroit, MI

SLOAN PLENARY SESSION II: (Open to Institute Faculty)
Findings and Action Recommendations from Doctoral Initiative on Minority Attrition and Completion (DIMAC) (68)

Pine

Presiding: **Philip Kutzko**, Professor, Department of Mathematics, University of Iowa, Iowa City, IA

Presenter: **Robert S. Sowell**, Vice President, Programs and Operations, Council of Graduate Schools, Washington, DC

A Sustainable Plan to Disseminate Best Practices From the Institute on Teaching and Mentoring (34)

Walnut

We believe that graduate students on our campus who did not have the opportunity to attend the Institute could benefit from some of the information that was presented at the Institute. At this session, we will introduce an effective model that was used to inform our peers on campus, some of the survival skills and information that was presented at the Institute. The presenters will discuss how launching an Institute based workshop at Rutgers University significantly increased awareness about the Institute and grew the cohort of future attendees. Rutgers was awarded an institutional grant to fund our efforts.

Presiding and Presenter: **Evelyn S. Erenrich**, Director and Assistant Dean, Rutgers University, The State University of New Jersey, Graduate School New Brunswick, New Brunswick, NJ

Presenter: **Ivelisse Irizarry**, Doctoral Candidate in Plant Biology and Pathology Rutgers, The State University of New Jersey, New Brunswick, NJ

Presenter: **Sebastian L. Vega**, Department of Chemical and Biochemical Engineering, The State University of New Jersey, Graduate School-New Brunswick, New Brunswick, NJ

Friday, October 31, *continued*

11 a.m. - 12:30 p.m.

CONCURRENT INTEREST SESSIONS (continued)

Faculty Session I — Virginia Tech: A Case Study and Lessons Learned About Recruitment and Retention (13)

Juniper

The office of Graduate Recruitment and Diversity Initiatives (ORDI) at Virginia Tech provide leadership to promote a diverse and inclusive graduate community. By following the model of Inclusive Excellence, ORDI assists graduate programs in the recruitment and retention of a graduate diverse student body. This session will provide some of the strategies that have been successful in Tech's diversity initiatives. This session will also be interactive so participants can share some of their successful initiatives and promising practices in diversifying their graduate student populations.

Presiding and Presenter: **Karen DePauw**, Vice President and Dean of Graduate Education, Virginia Polytechnic Institute and State University, Blacksburg, VA

Presenter: **Dannette G. Beane**, Director of the Office of Diversity and Recruitment Initiatives (ODRI), Virginia Polytechnic Institute and State University, Blacksburg, VA

Transitions: Making a Mentoring Relationship Work Over the Course of a Career (35)

Sycamore

Too often, as we move through the early phases of an academic career (graduate school, postdoc and initial faculty appointment), we leave mentors behind. Changes in a career require different kinds of mentoring, with different emphases. But some of our early mentors may understand our strengths and weaknesses well, and may be well positioned to support us during these changes. A Mentoring team that had lasted for over eight years will discuss strategies for mentees and mentors alike for managing these career transitions, including setting clear goals, developing a career map, and focusing on the relationship. They will also talk about the challenges that can occur during career transitions, including changes in the mentoring relationship as the mentee's career advances, the need for a shift in mentoring topics, approaches to managing geographical distance, and the increasing importance of the mentor as sponsor. We will also discuss the role that cultural and family differences can play in the mentoring relationship and how those differences can support growth in both the mentor and mentee.

Presiding and Presenter: **Katharine E. Stewart**, University of North Carolina Vice President General Administration Chapel Hill, NC

Presenter: **Brooke E. E. Montgomery**, Assistant Professor, Department of Health Behavior and Health Education, College of Public Health, University of Arkansas for Medical Sciences, Little Rock, AR

Friday, October 31, *continued*

- 11 a.m. - 12:30 p.m. **CONCURRENT INTEREST SESSIONS (continued)**
- McNair, Gates Millennium, and LSAMP Undergraduates Session I: What Can I Do to Help Contribute to a Good Mentoring Relationship with My Faculty Mentor? (24)* **Cypress**
- While charged with many responsibilities, some faculty members seek to mentor graduate students and take pride in helping them reach their goals. Both mentors and students share a responsibility to ensure the relationship is rewarding for each of them. The role that faculty mentors play in a student's success is crucial, and a lot of attention is given to that role. This session will focus on the role the student plays in this partnership and offer specific actions students can take to contribute to its success.
- Presiding: Deborah Northcross*, Executive Director, TRIO Training, SAEOPP Center, Memphis, TN
- Presenter: Thomas Rochon*, President, Ithaca College, Ithaca, NY
- 12:30 - 2 p.m. **MEET AND GREET LUNCHEON AND PLENARY SESSION I: International Ballroom**
Diversity's Promise for Excellence in a Pluralistic Society — Shaping an Academic Career
- With the focus on (and stress of) completing the degree, getting a position, and then getting tenure, thinking about how to design a fulfilling academic career is often lost. This talk will focus on the challenges, opportunities, and strategies for thinking about an academic career more holistically and about the important role of a diverse faculty in building the capacity of colleges and university for a diverse society and for the next generation.
- Presiding: Ken Pepion*, Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Boulder, CO
- Presenter: Daryl G. Smith*, Senior Research Fellow and Professor Emerita of Educational Psychology, School of Educational Studies, Claremont Graduate School, Claremont, CA
- 2 - 2:30 p.m. **Networking Break/Faculty Recruiting Station Visits Grand Ballroom D2-E**
(Faculty recruiting stations are open until Saturday. Scholars are encouraged to visit.)
- 2:30 - 5 p.m. **NOTE: Regalia Pickup and Change Room for Graduates Oak**
(Room for graduates to change into academic robes)

Friday, October 31, *continued*

2:30 - 4 p.m. **CONCURRENT INTEREST SESSIONS**

Enhancing the Postdoctoral Experience (36)

Maple Room AB

Some critics argue that postdoctoral positions delay a tenure-track position and limit your experience to narrow research areas. However, getting a post-doc appointment can provide research experiences and increase your employment potential. In this session, scholars will explore and debate the benefits of postdoc positions (especially for scientists and engineers) and the steps postdocs need to take to stay competitive in the current economic climate.

Presiding and Presenter: **Richard M. Reis**, Professor of Engineering and Director of Special Programs, Product Realization Network, Stanford University, Stanford, CA

Networking for Personal and Professional Development (37)

Dogwood A

Whether you are looking for a job, managing an employee, working with colleagues or influencing a student population, your ability to connect with others is key. This session will give you tips on connecting with people, networking in the 21st century, leveraging membership in professional and scholarly organizations for networking advantages, and more.

Presiding and Presenter: **Julia Hubbel**, President, The Hubbel Group Inc., Lakewood, CO

Presenter: **Jean Fuller-Stanley**, Associate Dean, College of Science and Health, and Professor of Chemistry, William Paterson University, Wayne, NJ

Women of Color in Academia (38)

Dogwood B

Sharing their personal and professional experiences, the panelists will discuss how to overcome internal/external challenges that women of color may face in the professoriate. This session will examine the critical issues facing women of color in the academy today and share fresh ideas and strategies for meeting the dual demands of career and family.

Presiding: **Vivian Foyou**, SREB-State Doctoral Scholars Program Graduate, Atlanta, GA

Presenter: **Mary Gonzalez**, Associate Vice President for Student Access, Texas A&M University-Kingsville, Kingsville, TX

Presenter: **Frances Kay Holmes**, Assistant Professor, Native American and Indigenous Studies, Fort Lewis College, Durango, CO

Presenter: **Brooke E.E. Montgomery**, Assistant Professor, Department of Health Behavior and Health Education, College of Public Health, University of Arkansas for Medical Sciences, Little Rock, AR

Friday, October 31, *continued*

2:30 - 4 p.m. **CONCURRENT INTEREST SESSIONS (continued)**

Getting Published: Advice for Scholars (39)

Grand Ballroom A

Publishing your work is critical to your success and influence as a scholar. This session will update you on the ethics of scholarly publishing, including authorship, multiple submissions and redundant publication. You will also get tips on choosing a journal or book publisher, guidance for preparing and submitting your manuscript, and suggestions for requesting revisions and coping with occasional rejections.

Presiding: **Beth Day**, Director, Communications, Southern Regional Education Board, Atlanta, GA

Presenter: **Beth Luey**, Consultant, Beth Luey Consulting, Fairhaven, MA

First and Lasting Impressions: Organizing for the Job Interview (40)

Birch

Whether you are applying for a job or being considered for an internship or fellowship, at some point you will be interviewed. Whether you are being interviewed by a committee, one-to-one, by phone or on SKYPE, to be competitive you will need to respond well to all questions. If you do not anticipate what questions will be asked and how you will respond, then you will do yourself a disservice, and you may not place yourself in the best possible position to be successful. This session will provide you with a specific format and process that, if used properly, can help you organize and present yourself in a favorable manner.

Presiding and Presenter: **Robert L. Belle Jr.**, Associate Director, SREB-State Doctoral Scholars Program and AGEF, Southern Regional Education Board, Atlanta, GA

Teaching Session II: Designing a Course for Maximum Student Learning (12)

Spruce

Teaching doesn't begin with the first lecture, lab or assignment; it begins well in advance of that. Course design and planning is where teaching begins; thus, the first important teaching tool in a course is likely to be the syllabus. Syllabi can be powerful teaching tools that help you connect the goals you have for your students (the learning outcomes and skills you hope they develop in your course) to course activities, assignments, and policies. Syllabi help students understand how your course connects to their overall curriculum and to their professional and personal development. It helps you communicate your teaching philosophy and approach, and provides clear expectations for student assessment and grading. Syllabi serve not only as teaching tools but also as important policy documents, and this workshop will address how you can assure your syllabus meets both of these needs. It will identify what to include in a syllabus for various types of courses (lecture courses, seminars, laboratory courses), provide sample syllabi, and include time for discussion to share best practices.

Presiding and Presenter: **Katharine E. Stewart**, University of North Carolina Vice President General Administration, Chapel Hill, NC

Friday, October 31, *continued*

2:30 - 4 p.m. **CONCURRENT INTEREST SESSIONS (continued)**

Describing Your Research in Five Minutes or Less (41)

Redwood

In academia, you must be able to communicate your ideas quickly and effectively, particularly as they pertain to research. This skill is essential whether you are attending conferences, interacting with potential research collaborators or interviewing for employment. This session will offer strategies for presenting research to a potentially broad audience in just five minutes.

Presiding and Presenter: **Antionette Denise Stroter**, Director of Research and Evaluation, Interactive Inc., Ashland, VA

Secrets to Running a Successful Research Program (42)

Pecan

At what stage of education does one learn how to run a successful research program? What does it entail? What kind of time commitment should you expect to make? Is a research/social network necessary to succeed? These questions and more will be discussed in this session, designed for graduate students who are close to completing their work, postdoctoral researchers, and those who are within the first three years of a tenure-track faculty position. Bring your questions!

Presiding: **Candavious Jones**, Assistant Professor, Mathematics, Alabama State University, Montgomery, AL

Presenter: **Kimani Toussaint**, Affiliate in Department of Electrical and Computer Engineering, University of Illinois at Urbana-Champaign, Urbana, IL

Using Institutional Resources to Start the Job Search Before You Graduate (43) **Sycamore**

(Recommended for Scholars who are at Midpoint and Beyond in their Doctoral Studies)

To meet the needs of increasingly diverse campuses, many institutions have individuals who serve in executive positions to lead their institution's diversity agendas. These individuals and their units are the "face" of diversity efforts. This session will feature chief diversity officers representing various types of institutions, who will provide concrete tips on how scholars can start their job search before they graduate. These senior officers will present specific strategies scholars can use to position themselves early in their doctoral studies to connect to professionals who can enhance their opportunities to be recommended and considered for future positions.

Presiding and Presenter: **Michelle Cook**, Associate Professor & Chief Diversity Officer, Office of Institutional Diversity, The University of Georgia, Athens, GA

Presenter: **Archie Ervin**, Vice President for Institute Diversity, Georgia Institute of Technology, Atlanta, GA

Presenter: **W. Kent Guion**, Vice President for Diversity and Inclusion, Georgia Regents University, Health Sciences Campus, Augusta, GA

Presenter: **Erik Malewski**, Chief Diversity Officer & Professor of Curriculum Studies, Kennesaw State University, Kennesaw, GA

Presenter: **Linda Nelson**, Assistant Vice President, Human Resources and Opportunity; Development/Diversity Planning, Georgia State University, Atlanta, GA

Presenter: **Veronica Womack**, Director, Office of Institutional Equity and Diversity, Georgia College & State University, Milledgeville, GA

Friday, October 31, *continued*

- 2:30 - 4 p.m. **CONCURRENT INTEREST SESSIONS (continued)**
- Strategies to Obtain Private Industry Funding (44)*** **Grand Ballroom C**
- Federal funding has become increasingly difficult to obtain, making it necessary to seek alternate sources. Throughout 12 years of working in industry, the presenter has initiated grants and collaborations with many university professors. This session will present strategies on how to obtain private industry funding. Actual successful cases will be presented along with strategies to proactively seek and obtain funding.
- Presiding:* **Elaine Nsoesie**, Postdoctoral Scholar, Computational Epidemiology, Harvard Medical School, Boston, MA
- Presenter:* **Fred Meadows**, Manager, Early Development Analytics, Alcon, Duluth, GA
- Handling Personality Drama in Your Department or Lab (45)*** **Magnolia**
- You love your field of study, but there are a few personalities in your department or lab who make your work a lot more challenging. How do you work with difficult people without losing your cool or jeopardizing your career? In this session, you will learn techniques to proactively manage your career, address personality drama, and build strategic alliances that will set you up for future success.
- Presiding and Presenter:* **Karen Hinds**, President and Chief Executive Officer, Workplace Success Group, Waterbury, CT
- Mentoring as an Antidote to Unconscious Bias (46)*** **Grand Ballroom B**
- In this session, the presenter will use an interactive exercise to introduce participants to one another and to introduce the concept of unconscious bias. The presenter will share the various sources of unconscious bias and, through the use of customized scenarios, explore how it affects mentoring relationships. The session will conclude with steps that can be taken to combat the impact of unconscious bias on mentoring relationships.
- Presiding and Presenter:* **Stacy Blake-Beard**, Professor, Simmons School of Management, Boston, MA
- 4 - 5:30 p.m. **Networking Break/Faculty Recruiting Station Visits** **Grand Ballroom D2-E**
(Faculty recruiting stations close tomorrow at 3 p.m. Scholars are encouraged to visit.)
- 5:30 - 7:30 p.m. **INSTITUTE GRADUATES' AWARDS BANQUET** **International Ballroom**
- Scholars who received their doctoral degrees in the 2013-2014 academic year will be recognized at the Award's banquet.
- Presiding:* **Dewayne Matthews**, Vice President for Policy and Strategy, Lumina Foundation, Indianapolis, IN

Saturday, November 1

- 7 - 8 a.m. **Breakfast for Recruiters and Guests: Partnering with the SREB-Doctoral Scholars Program and the Compact Institute** **Grand Ballroom A**
- More institutions and organization have initiated a Partnership with the SREB Doctoral Scholars Program (DSP) and the Compact for Faculty Diversity Institute on Teaching and Mentoring (Institute). They recognized that minority and underserved doctoral students enrolled in their institutions and programs that are seeking a career as faculty in postsecondary institutions can have a value added educational experience by being a participant in the DSP and attending the Institute. This session will provide some specific information on how institutions can partner with the DSP and Institute.
- Presiding:* **Robert L. Belle Jr.**, Associate Director, SREB-State Doctoral Scholars Program and AGEF, Southern Regional Education Board, Atlanta, GA
- Presenter:* **Ansley Abraham**, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA
- 7 - 8 a.m. **CHALK TALKS AND NETWORKING BREAKFASTS BY DISCIPLINE**
- Health Sciences (16)** **Magnolia**
- Presiding:* **Mary Kelley**, Assistant Professor of Nursing, Capstone College of Nursing, University of Alabama, Tuscaloosa, AL
- New Compact Graduates and Other Disciplines (17)** **Cypress**
- Presiding:* **Sheila Witherspoon**, Adjunct Professor, New Jersey City University, Jersey City, NJ
- Biological Sciences (18)** **Dogwood A**
- Presiding:* **Monica Ragin**, Assistant Professor, Biology, North Greenville University, Taylors, SC
- Physical Sciences (19)** **Cottonwood**
- Presiding:* **Tolecia Clark**, SREB-State Doctoral Scholars Program, Atlanta, GA
- Engineering, Computer Sciences and Mathematics (20)** **Dogwood B**
- Presiding:* **Karl Walker**, Adjunct Professor, Computer Science, University of Arkansas, Pine Bluff, AR
- Social Sciences (except Psychology) (21)** **Grand Ballroom B**
- Presiding:* **Antionette Denise Stroter**, Director of Research and Evaluation, Interactive Inc., Ashland, VA
- Psychology (22)** **Grand Ballroom C**
- Presiding:* **David Asiamah**, SREB-State Doctoral Scholars Program Graduate, Southern Regional Education Board, Atlanta, GA
- Education and the Humanities (23)** **Redwood**
- Presiding:* **Rosa Maria Stoops**, Associate Professor, Spanish and French, University of Montevallo, Montevallo, AL

Saturday, November 1, *continued*

- 8 - 8:30 a.m. **Networking Break/Faculty Recruiting Station Visits** **Grand Ballroom D2-E**
(NOTE: Faculty recruiting stations close today at 3 p.m. Scholars are encouraged to visit.)
- 8:30 - 9:30 a.m. **PLENARY SESSION II: *Teaching and Learning in the Changing Technology Environment: There's More to It Than You Can See* (10)** **International Ballroom**
- In this session, the presenter will share the results of research over twenty years on how instructional technologies have impacted the way we view effective teaching and learning. He will demonstrate those changes by showing student rates in various course modalities, how the current student generation views its educational experience, and what students see as the qualities of an excellent instructor. In addition, he will showcase some innovative teachers from around the country. Finally, the presenter will share the results of a new philanthropic model, showing that the talent pool is deep in all communities.
- Presiding: Walter R. Jacobs Jr.*, Senior Consultant, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA
- Presenter: Charles (Chuck) Dziuban*, Director, Research Initiative for Teaching Effectiveness, University of Central Florida, Orlando, FL
- 9:30 - 10 a.m. **Networking Break/Faculty Recruiting Station Visits** **Grand Ballroom D2-E**
(NOTE: Faculty recruiting stations close today at 3 p.m. Scholars are encouraged to visit.)
- 9:30 - 11:30 a.m. **Networking on Potential Mentorship and Advocacy by the Emeriti Faculty unto the Underrepresented Minority (URM) Scholars** **Spruce**
(The session is by invitation only)
- Presiding: Comas Haynes*, Faculty/Principal Research Engineer, Georgia Institute of Technology Center for Innovative Fuel Cell/Battery Technologies, Atlanta, GA
- 10 - 11:30 a.m. **CONCURRENT INTEREST SESSIONS**
- Climbing the Academic Ladder* (47)** **Juniper**
- This session will define the most prominent academic tracks, discuss the advancement trends for minorities, identify the required skill set and knowledge base, and provide methods for managing and thriving in the professoriate.
- Presiding: Fred A. Bonner II*, Samuel DeWitt Proctor Chair in Education, Rutgers University, Graduate School of Education, New Brunswick, NJ
- Presenter: Barbara Lofton*, Director, Office of Diversity and Inclusion, Sam M. Walton College of Business, Fayetteville, AR
- Presenter: Elecia C. Smith*, Human Resources and Diversity Manager, J. William Fulbright College of Arts and Sciences, University of Arkansas, Fayetteville, AR

Saturday, November 1, *continued*

10 - 11:30 a.m. **CONCURRENT INTEREST SESSIONS (continued)**

Making Ethical Decisions in Higher Education as Faculty and Administrators (48)

Hazelnut

The way to the top of the academic and administrative ladder is through ethical action and ethical decision-making. Failure to make ethical decisions is a sure “career stopper.” Every action that you take and every decision you make must pass public and private scrutiny. This session is designed to make the case for ethical decisions and to discuss case studies and contemporary examples of how non-conformity has derailed academic and administrative careers. Do not make these mistakes! Participation is a must for new faculty and those seeking administrative positions.

Presiding: **Krista Cooper**, SREB-State Doctoral Scholars Program Graduate, Atlanta, GA

Presenter: **Joseph Howard Silver Sr.**, Managing Partner, Silver and Associates, Atlanta, GA

**SLOAN PLENARY SESSION VI: (Open to Institute Faculty)
*Changing Demographics and STEM (72)***

Pine

Presiding: **Erick C. Jones**, Associate Professor of Manufacturing Systems Engineering, The University of Texas at Arlington, Arlington, TX

Presenter: **Edwin Barea-Rodriguez**, Department of Biology, The University of Texas at San Antonio, San Antonio, TX

Writing Proposals for Competitive Grants in Science (49)

Cottonwood

(Recommended for scholars in the sciences)

Faculty researchers who apply for federal grants can increase their success rate if they gain a clear understanding of the federal grant-making procedure. Join this session to learn about the panel review process and the elements of a successful grant application.

Presiding and Presenter: **Shawn Drew Gaillard**, Molecular Biologist and Program Director, National Institute of General Medical Sciences, National Institutes of Health, Bethesda, MD

After Your Ph.D. or Postdoc: Five Career Options and the Strategies You Need to Implement Them (50)

Magnolia

Most Ph.D. students and postdocs want to begin their careers in a tenure-track position, but that option is not always viable. This session will discuss that and four other options, their advantages and disadvantages. It will explore a non-tenure-track position, a teaching position at a community college, a non-faculty administrative or research position in academia, and the possibilities in government or industry, or as an independent consultant. You will leave with a single, powerful career development strategy that can be applied successfully to each of them.

Presiding and Presenter: **Richard M. Reis**, Professor of Engineering and Director of Special Programs, Product Realization Network, Stanford University, Stanford, CA

Saturday, November 1, *continued*

10 - 11:30 a.m. **CONCURRENT INTEREST SESSIONS (continued)**

Faculty Session II: Mentoring Graduate Students of Color (14)

Cypress

This session will share and explore interesting success stories about mentoring graduate students of color. The presenters will review several mentorship models you can use, and will engage faculty representatives in an open discussion on how to promote mentoring at their respective campuses.

Presiding: **Derrick Lanois**, SREB-State Doctoral Scholars Program Graduate, Southern Regional Education Board, Atlanta, GA

Presenter: **Christine Grant**, Associate Professor of Chemical Engineering, North Carolina State University, Raleigh, NC

Presenter: **Renetta G. Tull**, Associate Vice Provost, University of Maryland Baltimore County, Baltimore, MD

McNair, Gates Millennium, and LSAMP Undergraduates Session II: Writing the Personal Statement for Graduate School Admission (25)

Birch

Have you ever noticed that some students with a 4.0 GPA are rejected by graduate schools, while others with a 2.8 GPA may be admitted? The deciding factors are often the personal statement and pre-application communications. This session will provide specific tips on how to write an effective statement for application to graduate school, as well as how to reach out to specific mentors: What to do after you apply, and how to win the funding dance. Even if you have already applied, don't miss this critical workshop.

Presiding: **Deborah Northcross**, Executive Director, TRIO Training, SAEOPP Center, Memphis, TN

Presenter: **Donald Asher**, Managing Partner, Asher Associates, Gerlach, NV

Developing Your Curriculum Vitae (51)

Dogwood B

This session will review the correct format and content you should include in a proper CV, including the heading, skills, education, publications, research and work, presentations, honors or awards, memberships and references. The presenters will also give suggestions for submitting CVs electronically.

Presiding and Presenter: **Harold Bibb**, Associate Dean (retired), Graduate School, University of Rhode Island, Kingston, RI

Presenter: **David Schuldberg**, Professor of Psychology and Director of Clinical Training, University of Montana, Missoula, MT

Saturday, November 1, *continued*

10 - 11:30 a.m. **CONCURRENT INTEREST SESSIONS (continued)**

Models that Promote the Success for Minority Males' Positive Academic Achievement (52)

Redwood

There are very successful models in our communities that promote positive academic achievement for minority males. These successful models have some of the following attributes: changing the narrative, embracing the power of new technologies, increasing the evidence base, prioritizing holistic and systematic solutions, investing in organizational capacity, building strong partnerships, rethinking traditional approaches, and embracing bold and courageous leadership. This session is an interactive one designed to show some of these successful models and share fresh and innovative ideas from the attendees that they have either experienced or observed in their own communities.

Presiding: **Stephen Okine**, SREB-State Doctoral Scholars Program Graduate, Atlanta, GA

Presenter: **Ivory A. Toldson**, Deputy Director, White House Initiative on Historically Black Colleges and Universities, Washington, DC

"But I Have No Skills": Debunking Myths and Exploring Career Options for Ph.D. Students (53)

Dogwood A

Have you ever wondered if the skills you built during graduate training would be useful outside the library or the lab? Many Ph.D. candidates who seek careers beyond the academy incorrectly assume that employers will not find them or their skills attractive. In this session, you will have the opportunity to identify skills you currently possess, as well as career fields that might be a good fit for these skills.

Presiding and Presenter: **Melanie V. Sinche**, Director, Faculty of Arts and Sciences Office of Postdoctoral Affairs, Harvard University, Cambridge, MA

Graduate Statistics I: Getting Your Head Right for Statistics Courses — A Gentle Guide to Using Statistics for Non-Statisticians (54)

Hickory

Be Honest: Do you dread taking courses in statistics? Required in nearly every program, these courses are often put off until the last moment. Yet statistical analysis gives you the power to communicate your research findings, validate your work, and most importantly, "bulletproof" your dissertation. This nonacademic session for non-statisticians will help relieve anxiety about statistics and show how they can bring your research to life.

Presiding: **Emorcia Hill**, Director, Converge, Research and Evaluation, Office for Diversity and Community, Harvard Medical School, Partnership, Boston, MA

Presenter: **Jennifer Priestley**, Associate Professor of Applied Statistics, Kennesaw State University, Kennesaw, GA

Saturday, November 1, *continued*

10 - 11:30 a.m. **CONCURRENT INTEREST SESSIONS (continued)**

Adding to Your “Value-Added”: The Benefits of Pursuing Interdisciplinary Research as Part of Your Graduate Program (55)

Walnut

As the pursuit of academic positions grows more competitive, every doctoral student needs a competitive edge. Federal granting agencies, especially the National Science Foundation, look for the intellectual merit of a research project and its broader impact, including how the research might benefit society. This session will discuss a model for boosting your “value-added” by joining an interdisciplinary research group (IRG) of doctoral students and faculty around a central, community-based research program.

Presiding and Presenter: **Roosevelt Johnson**, Deputy Associate Administrator for Education, National Aeronautics and Space Administration (NASA), Washington, DC

11:30 a.m. - 1 p.m. **LUNCHEON AND AWARDS PROGRAM**

International Ballroom

The luncheon will feature the Faculty Mentors of the Year and other special awards.

Presiding: **Dewayne Matthews**, Vice President for Policy and Strategy, Lumina Foundation, Indianapolis, IN

1 - 1:30 p.m. **Networking Break/Faculty Recruiting Station Visits**

Grand Ballroom D2-E

(NOTE: Faculty recruiting stations close today at 3 p.m. Scholars are encouraged to visit.)

1 - 3 p.m. **Curriculum Vitae (CV) Reviews: First Block of Sessions**

Spruce

During the registration period, the Institute announced a new Curriculum Vitae (CV) Review service. If you signed up for a review and brought your CV or resume, you will receive a 20-minute private review by a professional in the career services field. The review will give you immediate feedback on how to strengthen your CV or resume to stand out from other job seekers. Conference tables for these reviews will be available in Grand Ballroom D immediately after the Saturday Awards Luncheon, from 1 p.m. to 3 p.m. and from 4 p.m. to 6:30 p.m. Arrive early for your appointed time. You don't want to miss this unique opportunity to further your career in the academy.

Reviewer: **Melanie V. Sinche**, Director, Faculty of Arts and Sciences Office of Postdoctoral Affairs, Harvard University, Cambridge, MA

Reviewer: **Mary Bradley**, Director, Office of Postdoctoral Affairs, Division of Biology & Biomedical Science, Washington University in St. Louis, St. Louis, MO

Reviewer: **Jana Stone**, Director, Office of Postdoctoral Services, Georgia Institute of Technology, Atlanta, GA

Reviewer: **Gaia Vasiliver-Shamis**, Director of Career Development, Office of Postdoctoral Education, Emory University School of Medicine, Atlanta, GA

Reviewer: **Elizabeth Virgil Walker**, Former Recruiter/Manager, Links Promotions, Marietta, GA

Saturday, November 1, *continued*

1:30 - 3 p.m. **CONCURRENT INTEREST SESSIONS**

Faculty Session III: Recruiting and Retaining Faculty of Color (15)

Walnut

Most academics are familiar with the concept of unconscious bias and how negative bias can shortchange those in disfavored societal groups. But we lack a concrete, detailed grasp of more than a dozen additional contaminants that can compromise the equity and effectiveness of search processes, personnel evaluations, and the mentoring and advancement of postdoctoral scholars and early-stage faculty. In this problem-based, interactive session, you will learn how to reduce or prevent the shortcuts and errors that often result in devaluation of women in male-dominated fields and of underrepresented U.S. minorities in all fields. Time will be devoted to retention and ways that brand-new faculty should be “front-loaded” by their department chairs and senior colleagues.

Presiding: **Mia Anderson**, Assistant Professor, Communications, University of Alabama, Mobile, AL

Presenter: **Olivia A. Graeve**, Associate Professor, Mechanical & Aerospace Engineering Department, University of California, San Diego, La Jolla, CA

Presenter: **JoAnn Moody**, Faculty Developer, National Higher Education Consultant, San Diego, CA

Securing Tenure Track Positions at Liberal Arts Institutions While Maintaining Scholarly Productivity (56)

Magnolia

This session will focus on the thousands of openings for newly minted Ph.Ds. at these institutions, which are often in special need of new faculty members of color. Many Ph.D. candidates may overlook these positions because they do not understand an environment that is different from large research institutions. Attendees will learn strategies for success in applying, working, finding comfort, and achieving tenure at such institutions while maintaining their scholarly productivity. The perspectives of a junior faculty member and an administrator will provide a clear view of the liberal arts experience.

Presiding and Presenter: **Christopher M. Whitt**, Assistant Professor of Political Science, Augustana College, Rock Island, IL

Presenter: **Margaret Farrar**, Professor and Associate Dean, Augustana College, Rock Island, IL

Framing and Maintaining Your Research System (57)

Juniper

One of the most critical topics that faculty must address in the academy is how to frame and operationalize a research agenda. From developing a researchable topic to revising and resubmitting a peer-reviewed publication, understanding the complexities of navigating the research terrain is key. This presentation will focus on steps necessary in framing and maintaining an active research agenda. Session participants will be involved in both theoretical and practical applications in an effort to promote their success.

Presiding: **Barbara Lofton**, Director, Office of Diversity and Inclusion, Sam M. Walton College of Business, Fayetteville, AR

Presenter: **Fred A. Bonner II**, Samuel DeWitt Proctor Chair in Education; Rutgers University, Graduate School of Education, The State University of New Jersey, New Brunswick, NJ

Saturday, November 1, *continued*

1:30 - 3 p.m. **CONCURRENT INTEREST SESSIONS (continued)**

Presenting Research Effectively (58)

Dogwood A

(Recommended for both graduate scholars and McNair, LSAMP and Gates Millennium undergraduate scholars)

This highly interactive session will examine the craft of delivery, offering methods to navigate the hurdles of PowerPoint and the shifting knowledge base of each audience. Critical for presentations, the session will demonstrate techniques that will make your research clear and memorable, while helping to manage errant nerves at the same time. It will culminate with a few examples from participants of the infamous “Elevator Speech.”

Presiding: Janelle Coleman, Adjunct Professor, Spanish, Maryville College, Maryville, TN

Presenter: Scott Morgan, Director, The Morgan Group, Washington, DC

Discovering Your Doctoral Swagger: Getting the Ph.D. Finished and Beyond! (59)

Dogwood B

This session explores key strategies for the timely completion of doctoral degrees and successful career advancement plans. Topics include: avoiding writer’s block, breaking down the barriers YOU created with YOUR committee, mentorship matters, demystifying the defense, and strategic career planning. Participants will self-identify their higher education competencies, highlight their purpose for working within academia, and develop a time-referenced action plan for career advancement. Each participant will leave with a “Doctoral Swagger Score,” practical tips for a successful career search, and a wealth of resources essential for development in higher education. The session will end with “Memoirs of a Child Almost Left Behind,” as the presenter shares intimate details of how educators helped him move from a 1.9 GPA to the Doctoral Salute!

Presiding and Presenter: Daniel Jean, Executive Director, Educational Opportunity Fund Program, and Founder of Wordstravel, Montclair State University, Montclair, NJ

Contingent Faculty and Postdocs in the New Labor Market and Academic Workforce (60)

Cypress

Contingent faculty, which includes part-time and full-time non-tenured faculty, now constitutes over two-thirds of the faculty workforce. Such faculty positions, off the tenure track, make up a majority and increasing share of new academic positions. The path to the tenure track professoriate, especially in the sciences, is now largely through postdoctoral research positions. Federal policy agencies and entities have expressed increased concern about the tendency for these positions to be long-term holding patterns rather than bridges to an independent professorial position, and this has led to efforts to build a wide range of mentoring and professional development opportunities into these positions. This session will discuss the current state of the academic labor market and workforce. It will also focus on strategies that those aspiring to faculty careers can employ to optimally navigate this new terrain, with the goal of best positioning themselves for lives in the academic workforce and tenure track professoriate.

Saturday, November 1, *continued*

1:30 - 3 p.m. **CONCURRENT INTEREST SESSIONS (continued)**

Presiding: **Ken Pepion**, Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Boulder, CO

Presenter: **Gary D. Rhoades**, Professor and Director, Center for the Study of Higher Education, University of Arizona, Tucson, AZ

Financial Planning for the Future: Investing Basics for Today's Market (61) **Redwood**

The pressure to complete doctoral degree requirements and negotiate a job offer can pull any doctoral candidate's attention away from basic money matters. This session will discuss ways you can navigate the current market and tough economy with long-term financial goals in mind. The session will include a question-and-answer period at the end.

Presiding: **Daniel Curley**, Investigator and Equal Opportunity Specialist, U.S. Department of Housing and Urban Development, Jackson, MS

Presenter: **Steve Reznik**, Branch Manager, Raymond James Financial Services, Tallahassee, FL

How Changes in Higher Education Will Affect Your Career (62) **Cottonwood**

For scholars starting out in academe, the big debates in higher education will have many practical impacts on their lives. Issues such as the rise of online learning, the decline in the share of faculty positions that are tenure track, the growth of international education, the debates over affirmative action, interest in competency-based education, efforts to evaluate colleges, and continued tight budgets, will affect the availability of jobs and who stands the best chance of landing one. This session will feature a discussion of the issues that will affect your career — and practical advice on how to navigate this tricky environment.

Presiding: **Ansley Abraham**, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA

Presenter: **Scott Jaschik**, Editor, Inside Higher Education, Washington, DC

Graduate Statistics II: Who's Afraid of Big Data? (63) **Hickory**

This is a complement to the morning session on using analytics to power your research. In this session, the presenter will discuss the unique issues researchers face that are related to "Big Data" as well as "Small Data." Participants should be those involved in writing their dissertations. There will be a liberal exchange of questions and answers. Feel free to bring questions specific to your research.

Presiding: **Emorcia Hill**, Director, Converge, Research and Evaluation, Harvard Medical School, Office for Diversity and Community Partnership, Boston, MA

Presenter: **Jennifer Priestley**, Associate Professor of Applied Statistics, Kennesaw State University, Kennesaw, GA

Saturday, November 1, *continued*

1:30 - 3 p.m. **CONCURRENT INTEREST SESSIONS (continued)**

Eliminating Psychological Roadblocks and Barriers to Completing the Dissertation (64)

Birch

Students struggling to finish their dissertations often fail to realize that doing the work necessary to earn a Ph.D. is just the beginning. You also have to be a project manager who actively structures and manages the dissertation process, amid many other responsibilities. This interactive, hands-on workshop will help you develop the right mental approach and a structure for completing your dissertation.

Presiding and Presenter: **Tamara L. Brown**, Dean, College of Juvenile Justice and Psychology, Prairie View A&M University, Prairie View, TX

A Conversation With the Elders (65)

Hazelnut

Elders can be teachers, mentors, role models and wisdom bearers. In this session, four individuals in various positions in higher education will share with attendees their experiences and observations from their more than 100 years of combined experience of service. These elders have seen things that generations after them will never witness, hear or experience. This informal session will be driven by spontaneous questions attendees pose. These elders believe that it is important to share their knowledge, to share their experiences to pass wisdom to the next generation.

Presiding: **Robert L. Belle Jr.**, Associate Director, SREB-State Doctoral Scholars Program and AGEP, Southern Regional Education Board, Atlanta, GA

Presenter: **Belinda Anderson**, Dean, College of Liberal Arts, Norfolk State University, Norfolk, VA

Presenter: **Harold Bibb**, Associate Dean (retired), Graduate School University of Rhode Island, Kingston, RI

Presenter: **E. Joyce Roland**, Former Associate Professor and Chair, Nursing, North Carolina Central State University, Durham, NC

Presenter: **Orlando L. Taylor**, Vice President of Strategic Initiatives and Research, Fielding Graduate University, Washington D.C.

3 - 4 p.m.

Group Photos

Atrium Terrace

Each year, one large group photo of all Institute participants is taken, followed by individual group photo sessions. A disc containing all of this year's pictures will be available for purchase. Please stand as close as possible to the people in your group to permit an orderly process.

Group photos will be taken in the following order:

Sloan
AGEP
SREB
Bridges
McNair
New England
Gates Millennium Scholars
LSAMP
NASA

Saturday, November 1, *continued*

- 4 - 6:30 p.m. ***Curriculum Vitae (CV) Reviews: Second Block of Sessions*** **Spruce**
(See abstract for First Block of Sessions, 1 p.m. to 3 p.m.)
- Reviewer: **Melanie V. Sinche**, Director, Faculty of Arts and Sciences
Office of Postdoctoral Affairs, Harvard University, Cambridge, MA*
- Reviewer: **Mary Bradley**, Director, Office of Postdoctoral Affairs, Division
of Biology & Biomedical Science, Washington University in St. Louis,
St. Louis, MO*
- Reviewer: **Jana Stone**, Director, Office of Postdoctoral Services,
Georgia Institute of Technology, Atlanta, GA*
- Reviewer: **Gaia Vasiliver-Shamis**, Director of Career Development,
Office of Postdoctoral Education, Emory University School of Medicine,
Atlanta, GA*
- Reviewer: **Elizabeth Virgil Walker**, Former Recruiter/Manager, Links
Promotions, Marietta, GA*
- 4 - 11 p.m. **Free time. Dinner is on your own.** **Pre-Function Lobby**

Sunday, November 2

7:30 - 8:30 a.m.	Coffee/Juice	Pre-Function Lobby
8 - 9 a.m.	First-Year SREB-State Doctoral Scholars Meeting <i>(Required ONLY for newly awarded SREB scholars)</i> This is a mandatory meeting for all newly awarded SREB-State Doctoral Scholars. This session will review program guidelines and policies, and there will be ample time for questions. <i>Presiding and Presenter: Ansley Abraham</i> , Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA <i>Presenter: Veda Overton-Houston</i> , Program Accounting Assistant, SREB-State Doctoral Scholars Program Southern Regional Education Board, Atlanta, GA <i>Presenter: Chanell Turner</i> , Administrative & Publications Assistant, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA <i>Presenter: Tammy Wright</i> , Coordinator, Institute and Scholar Services, SREB- State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA	Dogwood A
8:30 - 10 a.m.	<i>McNair, LSAMP, and Gates Millennium Undergraduates Session III: The Graduate School Application Process (26)</i> <i>(Required for McNair, LSAMP and Gates undergraduate scholars)</i> Join a panel of graduate school deans and professionals associated with college graduate admissions as they review the entire graduate school application process. Attendees will enjoy a liberal exchange of questions and comments between the panel and the audience. <i>Presiding: Deborah Northcross</i> , Executive Director, TRIO Training, SAEOPP Center, Memphis, TN <i>Presenter: Donald Asher</i> , Managing Partner, Asher Associates, Gerlach, NV <i>Presenter: Harold Bibb</i> , Associate Dean (retired), Graduate School, University of Rhode Island, Kingston, RI <i>Presenter: Chontrese Doswell Hayes</i> , Associate Dean, Howard University Graduate School, Washington, DC	Dogwood B
9 - 10 a.m.	PLENARY SESSION III: <i>Building Professional Connections Via the Institute on Teaching and Mentoring</i> The Teaching and Mentoring Institute has agreed to partner with <i>Inside Higher Education</i> , <i>The Chronicle of Higher Education</i> , and The National Center for Faculty Development & Diversity. As partners, these organizations propose to make available to Institute scholars a multitude of services that scholars will be able to access and use for their professional development as students and later as professionals. Representatives from these organizations will describe the services they offer and the benefits scholars can acquire. <i>Presiding: Beth Day</i> , Director, Communications, Southern Regional Education Board, Atlanta, GA	Grand Ballroom AB

Sunday, November 2, *continued*

- 9 - 10 a.m. **PLENARY SESSION III: *Building Professional Connections Via the Institute on Teaching and Mentoring* (continued)** **Grand Ballroom AB**
- Presenter: William Haupricht*, Vice President of Institutional Relations, National Center for Faculty Development and Diversity, Grosse Pointe Park, MI
- Presenter: Scott Jaschik*, Editor, *Inside Higher Education*, Washington, DC
- Presenter: Stacey Patton*, Senior Enterprise Reporter, *The Chronicle of Higher Education*, Washington, DC
-
- 10 - 11:30 a.m. **BRUNCH AND CLOSING SESSION** **International Ballroom**
- Presiding: Emorcia Hill*, Director, Converge, Research and Evaluation, Harvard Medical School, Office for Diversity and Community Partnership, Boston, MA
- Presenter: Freeman Hrabowski*, President, University of Maryland Baltimore County, Baltimore, MD
-
- 11:30 a.m. - Noon **Adjournment and Collection of Evaluation Forms** **International Ballroom**
- Presenter: Ansley Abraham*, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA
- Bring your completed evaluation forms to the Brunch and Closing Session. They will be collected at the door. Name tags or business cards will also be collected and used to draw the winners of four \$50 prizes.

Alfred P. Sloan Minority Ph.D. Program 2014 Directors Conference

All sessions are at the Omni Hotel, CNN Center. See pages 11-15 for room maps.

Thursday, October 30

Noon - 5 p.m.	Registration and Check-In	Pre-Function Lobby
5:30 - 6:30 p.m.	Orientation for Alfred P. Sloan Minority Ph.D. Program Scholars and Directors (66) <i>Presiding and Presenter: Elizabeth S. Boylan</i> , Program Director, Alfred P. Sloan Foundation, New York, NY <i>Presenter: Denise Ellis</i> , Program Manager, Alfred P. Sloan Foundation Graduate Scholarship Programs, National Action Council for Minorities in Engineering, White Plains, NY	Pine
7 - 9 p.m.	Welcome Dinner for Sloan Directors and Sloan Faculty Topic: <i>Surmounting the Barriers: Outcomes and the Path Forward</i> <i>Presiding: Elizabeth S. Boylan</i> , Program Director, Alfred P. Sloan Foundation, New York, NY <i>Presenter: Bevlee Watford</i> , Program Manager for Broadening Participation in Engineering, National Science Foundation, Arlington, VA	Grand Ballroom A

Friday, October 31

7 - 8:30 a.m.	Breakfast Meeting for Sloan Scholars, Sloan Directors, and Sloan Faculty Topic: <i>A Path Past the Ph.D. and How to Get There</i> <i>Presiding: Stephen Ruffin</i> , Professor, School of Aerospace Engineering, Georgia Institute of Technology, Atlanta, GA <i>Presenter: Bevlee Watford</i> , Program Manager for Broadening Participation in Engineering, National Science Foundation, Arlington, VA	Grand Ballroom A & B
9 - 10:30 a.m.	Sloan Plenary Session I (for Sloan Directors) Topic: <i>Research and Resources for Faculty on Reducing the Impact of Stereotype Threat (67)</i> <i>Presiding: Elizabeth S. Boylan</i> , Program Director, Alfred P. Sloan Foundation, New York, NY <i>Presenter: Steven Stroessner</i> , Professor of Psychology, Barnard College, Columbia University, New York, NY	Pine
10:30 - 11 a.m.	Networking Break	Grand Ballroom D2-E

Friday, October 31, *continued*

- 11 a.m - 12:30 p.m. **Sloan Plenary Session II** (for Sloan Directors and Faculty) **Pine**
Topic: *Findings and Action Recommendations from the Doctoral Initiative on Minority Attrition and Completion (DIMAC) (68)*
Presiding: **Philip Kutzko**, Professor, Department of Mathematics, University of Iowa, Iowa City, IA
Presenter: **Robert Sowell**, Vice President, Programs and Operations, Council of Graduate Schools, Washington, DC
- 12:30 - 2 p.m. **Institute Meet and Greet Luncheon and Plenary Session I** **International Ballroom**
Topic: *Diversity's Promise for Excellence in a Pluralistic Society — Shaping an Academic Career (69)*
Presiding: **Ken Pepion**, Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Boulder, CO
Presenter: **Daryl G. Smith**, Senior Research Fellow and Professor Emerita of Educational Psychology, School of Educational Studies, Claremont Graduate School, Claremont, CA
- 2:30 - 4 p.m. **Sloan Plenary Session III** (for Sloan Directors, Sloan Faculty, and Sloan Scholars) **Pine**
Topic: *Academic Careers: Myth and Reality (70)*
Presiding: **Stephen Ruffin**, Professor, School of Aerospace Engineering, Georgia Institute of Technology, Atlanta, GA
Presenter: **Gary May**, Dean of Engineering and Professor of Microelectronics/Microsystems, Georgia Institute of Technology, Atlanta, GA
- 4:15 - 5:15 p.m. **Sloan Plenary Session IV** (for Sloan Directors and Scholars only) **Pine**
Topic: *Prospects for a Sloan Scholar Mentoring Network*
Presiding: **Elizabeth Boylan**, Program Director, Alfred P. Sloan Foundation, New York, NY
Presenter: **Nicole Restruck Levit**, Fellowships Manager, Associate Director, Abe Fellowship Program, Social Science Research Council, Brooklyn, NY
- 5:30 - 7:30 p.m. **Institute Graduates' Award Banquet** **International Ballroom**
(The dinner is for all Institute attendees, Sloan Directors, and Faculty. It will recognize scholars who received their degrees in the 2013-2014 academic year.)

Saturday, November 1

- 7 - 8 a.m. **Chalk Talks and Networking Breakfasts by Discipline** (See page 37 for locations.)
- 8 - 9:30 a.m. **Sloan Plenary Session V Directors Program Breakfast** **Pine**
(for Sloan Directors and Sloan Faculty)
Topic: *Introducing the New University Centers of Exemplary Mentoring (UCEMs) & Programs of Exemplary Mentoring (PEMs) (71)*

Saturday, November 1, *continued*

Presiding: **Rodolfo Romanach**, Professor of Chemistry,
University of Puerto-Rico-Mayaguez, Mayaguez, PR

Presenter: **Fred Cannon**, Professor of Environment Engineering, Pennsylvania
State University, University Park, PA

- 9:30 - 10 a.m. **Networking Break** **Grand Ballroom D2-E**
- 10 - 11:30 a.m. **Sloan Plenary Session VI** (for Sloan Directors, Sloan Faculty, and Institute Faculty) **Pine**
Topic: *Changing Demographics and STEM* (72)
Presiding: **Erick C. Jones**, Associate Professor of Manufacturing Systems
Engineering, The University of Texas at Arlington, Arlington, TX
Presenter: **Edwin Barea-Rodriguez**, Department of Biology,
The University of Texas at San Antonio, San Antonio, TX
- 11:30 a.m. - 1 p.m.. **Luncheon and Awards Program** **International Ballroom**
The luncheon is for all Institute attendees and Sloan Directors and
Faculty. It will feature the Faculty Mentors of the Year and other
special awards.
- 1:30 - 3 p.m. **Sloan Plenary Session VII** (for Sloan Directors and Sloan Faculty) **Pine**
**Topic: “*What I Know Now That I Wish I Had Known*” With Recent Grads
and Senior Grad Students (73)**
Presiding: **Isabel Lloyd**, Undergraduate Program Director, Department of Materials
Science and Engineering, University of Maryland College Park, College Park, MD
Presenter: **Panel of Sloan Scholars**
- 3 - 4 p.m. **Group Photos** **Atrium Terrace**
Pictures will be taken of all groups attending the Institute.
- 4 - 5 p.m. **Tour of the National Center for Civil and Human Rights**
- 5 - 6:00 p.m.. Reception for **Sloan Directors and Faculty** **Events Room,**
Honoring Dr. Beverly Daniel Tatum, President of Spelman College, 2002-2015 **First Floor**
(At the National Center for Civil and Human Rights)
- 6 p.m. **Dinner on your own**

Sunday, November 2

- 7:30 - 8:30 a.m. **Coffee/Juice** **Pre-Function Lobby**
- 8 - 9:30 a.m. **Breakfast Meeting: Sloan Program Directors and Program
Administrators of University Centers of Exemplary Mentoring
Programs of Exemplary Mentoring (74)** **Pine**
Presiding: **Elizabeth S. Boylan**, Program Director, Alfred P. Sloan
Foundation, New York, NY

Sunday, November 2, *continued*

10 - 11:30 a.m. **Institute Brunch and Closing Session** **International Ballroom**

Presiding: **Emorcia Hill**, Director, Converge, Research and Evaluation, Office for Diversity and Community Partnership, Boston, MA

Presenter: **Ansley Abraham**, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA

Presenter: **Freeman Hrabowski**, President, University of Maryland Baltimore County, Baltimore, MD

11:30 a.m. - Noon **Adjournment** **Pre-Function Lobby**

Bring your completed evaluation forms to the Brunch and Closing Session. They will be collected at the door. Name tags or business cards will also be collected and used to draw the winners of four \$50 prizes.

21st Annual

Institute on Teaching and Mentoring

A Strong Foundation for Faculty Diversity

Directory

October 30 - November 2, 2014

Omni Hotel - CNN Center

Atlanta, Georgia

sponsored by



THE
COMPACT *for*
FACULTY
DIVERSITY

The Compact for Faculty Diversity provides this directory as a resource for networking during the Institute and as a reference throughout the year. The directory is also a powerful tool that can be used by institutions to identify potential faculty members.

Most of the scholars and program graduates listed in this directory also are listed in the new and improved online Scholar Directory. The online directory is a searchable database that allows compact scholars to identify and communicate with one another. The online Scholar Directory is also a great tool for institutions engaged in faculty searches to identify and compile lists of scholar candidates. For example, scholars may be identified by state, institution, field of study or year of doctoral study. More than 1,500 minority Ph.D. scholars and graduates are currently listed in the database. All doctoral scholars attending the Institute have access to the online directory via ID Numbers. Institutions interested in purchasing access to the directory may request subscription information by sending an email to:

doctoral.scholars@sreb.org

Legend of Group Affiliations:

AGEP – Alliances for Graduate Education and the Professoriate (NSF)
BRIDGES – Bridges to the Professoriate Program (NIH)
FASEB – Federation of American Societies for Experimental Biology
GATES – Gates Millennium Scholars Program
LSAMP – Louis Stokes Alliances for Minority Participation
MCNAIR – Ronald E. McNair Postbaccalaureate Achievement Program
NASA – National Aeronautics and Space Administration
NE – New England Region Scholars
SLOAN – Alfred P. Sloan Foundation Minority Ph.D. Program
SREB – Southern Regional Education Board Doctoral Scholars Program

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Graduate Scholars by Discipline

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Analysis and Functional Analysis

Melissa Shabazz, SREB

Analytical Chemistry

Brooke Lewis, AGEP

Anthropology

Darion Blalock, McNair
Courtney Jackson, Gates
Marlaina Martin, AGEP
Eric Morales, SREB
Alicia Odewale, SREB
Jocelyne Ponce Stokvis, SREB
Ronnie Shepard, NE

Applied Mathematics

Sharika Boddie, SREB
Claudia Falcon, AGEP
Alejandro Hernandez, SREB
Marvin Jones, SREB
Reginald McGee, AGEP
Dustin Padilla, Sloan

Biochemistry

Nicholas Blumenberg, McNair
Monique Brewster, Bridges
Joseph Chaney, AGEP
Anna Desai, Bridges
Kednerlin Dornevil, SREB
Frances Heredia Negron, Sloan
Aaron Joiner, Sloan
Sarah Junco, Bridges
Melanie McReynolds, Sloan
Kevin Morris, Bridges
Johnson Saba, McNair

Jerell Scott, AGEP
Djade Soumana, Bridges
Leonardo Valdivieso, AGEP
Chelsea Walker, SREB

Biological Sciences

Liz Cambron, SREB
Donna Edwards, SREB
Jose Franco, Sloan
Josephine Garban, Sloan
Walter Jackson, Sloan
Melanie Jefferson, SREB
Amanda Lo, AGEP
Albanus Moguche, FASEB
Sabrina Prescott-Barber, SREB

Biology

Joy Agee, Bridges
Dondra Bailey, AGEP
Brianna Burlock, LSAMP
Scholars
Natalie Duke, LSAMP
Scholars
Kristen Ezeude, LSAMP
Scholars
Marisha Frazier, McNair
Jenna Hill, SREB
Jerel Lee, Gates
Robinah Maasa, McNair
Kasahun Neselu, SREB
Adlin Rodriguez, FASEB
Dannise Ruiz Ramos, Sloan

Cellular Biology

Angela Crist, SREB
Natividad Fuentes, AGEP
Natasha Gutierrez, Bridges

Muhammad Hamza, Gates
Leolene Jean, Bridges
Kenji Johnson, SREB
Jennifer Martinez, AGEP
Jessica Martinez, Bridges
Timothy Raines, Bridges
Crystal Richardson, Bridges
Jinelle Wint, AGEP

Microbiology

Aisha Burton, SREB
Ann Charles, AGEP
Bre-Onna DeLaine, AGEP
Felicia Emery, SREB
John Eunson, NASA
Melissa Lamanna, SREB
Jorge Medina, FASEB
Jolene Ramsey, AGEP
Sandra Sanchez, SREB
Ensaf Taha, Bridges
Ebony Weems, SREB

Molecular Biology

Steve Halaby, Sloan
Diondra Harris, Bridges
Donasian Ochola, FASEB
Jose Ramos, Gates
Elisa Robles, Bridges
Enrique Sosa, Sloan
Noelle Wakefield, AGEP

Plant Biology

Eli Borrego, Sloan
Jennifer Odom, SREB



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Zoology/Animal Biology

Hamilton Allen, SREB
Ryan Chabarria, AGEP
Kory Evans-Jackson, SREB
Emily Johnson, McNair
Vicky Kelly, SREB
Jasmine Valentin, AGEP
Gabriel Villar, Sloan

Biomedical Sciences

Sandeel Ahmed, NASA
Sheila Bello-Irizarry, Bridges
Ryan Clark, SREB
Shawntawnee Collins, Sloan
Elisa Cruz, McNair
Mehabaw Derebe, Bridges
Kelly Harris, SREB
Antentor Hinton, FASEB
Jamaal James, Sloan
Sandra Lester, Bridges
Anberitha Matthews, FASEB
Sharif Morsalin, Bridges
Dequina Nicholas, Bridges
Angela Pack, Sloan
Gloria Polanco, Bridges
Debra Ragland, Bridges
Kristeena Ray, SREB
Aixa Rivera-Pagan, Bridges
Jacquelyne Robichaux, SREB
Yvonne Rosario-Butler, Bridges
Taylor Schoberle, AGEP
Archie Taylor, Sloan
Kimyata Valere, Sloan

Business Management

Juanita Trusty, SREB

Business Marketing

Joshua Dorsey, SREB
Keith Story, SREB

Chemistry

Echo Adcock Smith, SREB
Joya Cooley, Sloan
Daisy Diaz, NASA
Eric Gibbs, Sloan
Miguel Gonzalez, Sloan
Jacob Greenberg, AGEP
Kevin Hauser, AGEP
Rena Ingram, SREB
Melody Kelley, SREB
James Martin, McNair
Marsha Massey, AGEP
Del Lauren Mccauley, SREB
Myreisa Morales, NASA
Oscar Morales, AGEP
Edwin Ortiz-Quiles, NASA
Maurice Payne, Sloan
Elizabeth Raymond, Bridges
Daniel Rivera-Vazquez, Sloan
Jendai Robinson, NASA
Bradley Rodier, NASA
Joan Roque, AGEP
Carl Saint-Louis, SREB
Nadja Solis Marcano, NASA
Clifton Wagner, Sloan
Jarquees Williams, SREB

Cognitive Science

Lisa Chinn, SREB

Communications

Autumn Blanchard, McNair
Joseanne Cudjoe, AGEP
Felicia Harris, Gates
Austin Hestadalen, McNair
Michelle Walton, SREB

Computational Mathematics

Malcom Devoe, SREB

Computer Science

Candice Adams, SREB
Fernand Bontemps, LSAMP
Scholars
David Etim, NE
Philip Hall, SREB
Jarilyn Hernández Jiménez,
SREB
Naja Mack, SREB
Isaac Mativo, AGEP
Wanda Moses, SREB
Jaye Nias, AGEP
Christopher Simmons, SREB
Berthel Tate, AGEP

Curriculum and Instruction

Shade Adu, Gates
Justin Ballenger, SREB
Moraima Castro-Faix, AGEP
Michael Harris, SREB
Marcus Howard, Gates



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Ashley Plummer, SREB
Jordan Rollerson, Gates
Simone Symonette, SREB
Janice Underwood, SREB

Early Childhood Education

Eliza Allen, SREB

Economics

Stephanie Fortune-Taylor, SREB
Line Valerie Goss, SREB
Jacqueline Martinez, McNair
Eric O'Rear, AGEP
Michaela Patton, SREB
Derrick Robinson, SREB

Education

Terry Allen, Gates
Kamal Ararso, Gates
Matthew Bryant, SREB
Mercedes Cannon, SREB
Tianna Floyd, SREB
Tamara Gilkes, AGEP
Gabriela Gonzalez, Gates
Alanna Johnson, SREB
Christopher Johnson, SREB
Twanelle Majors, SREB
Ryan Maltese, SREB
Tiah McKinney, SREB
Channel McLewis, Gates
Sheryl Means, SREB
Erick Moffett, SREB
Xavier Monroe, AGEP
LaTasha Price, SREB

Antonio Rosales Villagrana,
Gates
Nidia Ruedas-Gracia, AGEP
Claudette Tucker, Gates
Leah Turner, SREB
Rominna Villasenor, Gates

Educational Leadership and Administration

Isaac Agbeshie-Noye, Gates
Lisa Brown, Gates
David Buckman, SREB
Cindy Coker, Gates
Chassidy Cooper, SREB
Monique Golden, NE
Carrie Graham, MA ATC, NE
Amaris Guzmán, SREB
Hattie Hammonds, SREB
Demetricia Hodges, SREB
Melvin Jackson, SREB
Leslie Locklear, Gates
Juan Lopez, Gates
Jada Phelps-Moultrie, SREB
Robin Phelps-Ward, SREB
Courtney Phillips-Turner, Gates
Deshawn Preston, SREB
James Vines, SREB
Shayla Willis, Gates

Elementary Education and Teaching

Latoya Johnson, Gates
Courtney Tarver, Gates
Karen Villegas, Gates

Engineering

Gina Bullock, NASA

Joel Mejia, Gates
Cherish Vance, Sloan
Deon Wilkins, LSAMP Scholars

Aerospace Engineering

Ezgihan Baydar, NASA
Francisco Candido, Sloan
Gerardo De La Torre, Sloan
Christine Fanchiang, NASA
Kelley Hashemi, NASA
Brandon Johnson, Sloan
Gabriela Sanz-Douglas, NASA
Pratik Saripalli, NASA

Biomedical Engineering

Donald Aduba, SREB
Melissa Alvarado-Velez, Sloan
Sandra Bustamante-Lopez,
Sloan
Damon Cardenas, Sloan
Efrain Cermeno Blondet, Sloan
Myriam Diaz Martinez, SREB
Renea Faulknor, AGEP
Nicole Febles, Sloan
Justin Garcia, Sloan
Javier Garza, Sloan
Jordon Gilmore, SREB
Khadidiatou Guiro, Sloan
Stephanie Lindsey, Sloan
Loaiza Maldonado-Mateo, Sloan
Dagmara Monfort, Sloan
Antoinette Nelson, FASEB
Akia Parks, Sloan
Andres Pena, LSAMP Scholars
Kamau Pierre, AGEP
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Kristin Reddoch, Sloan
Roberto Silva, Sloan
Tiffany St. Bernard, Sloan
Brittany Taylor, FASEB
Pamela Tebebi, Sloan
Brian Walton, Sloan
Steve Zambrano, Sloan

Chemical Engineering

Yaset "Ace" Acevedo, Sloan
Olukemi Akintewe, Sloan
Keshia Ashe, Bridges
Olajide Banks, AGEP
Joseph Fernandez, Sloan
Bradley Ganoë, McNair
Brittany Givens, Sloan
Lizzette Gomez Ramos, Sloan
Mendi Marquez, LSAMP
Scholars
Faheem Muhammed, NASA
Maritza Perez Perez, Sloan
Brian Pimentel, Sloan
Javier Sanchez, Sloan
Yohaselly Santiago-Rodriguez,
Sloan

Civil/Environmental Engineering

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Jorge Calabria, Sloan
Austin Connor, SREB
Pablo Cornejo, Sloan
Pacia Diaz, Sloan
Mariel Friberg, NASA
Daniel Guzman-Ramos, Gates
Manuel Hernandez, NASA
Sanaa Jaman, Sloan

Karah Kelly, Gates
Jereny Magruder, AGEP
Gerardo Pinzon, AGEP
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Electrical Engineering

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Blair Fleet, Sloan
John Gibson, LSAMP Scholars
Michael Grady, Sloan
Jose Matteo, LSAMP Scholars
Ebony Mayhorn, Sloan
Kelly Mesa, LSAMP Scholars
Rai Munoz, NASA
Korede Oladimeji, Sloan
Krystine Pimentel, LSAMP
Scholars
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Geotechnical Engineering

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Industrial Engineering

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Dorian Davis, Sloan
Daniela Gonzales, Sloan
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Materials Science Engineering

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Mechanical Engineering

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Armando Delgado, NASA
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Mera Hawkins, NASA
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Malcom Nicholas, NASA
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Nuclear Engineering

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Polymer/Plastics Engineering

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Zaria Torres, Sloan

Environmental Science, Ecology

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Jermaine Hinds, Sloan
Kristen Lycett, AGEP
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Environmental Studies

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Ethnic, Cultural Minority, and Gender Studies

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Brittany Garvin, SREB

Judy Her, Gates

Tennille Lasker-Scott, SREB

Karla Lomeli, AGEP

Neuroscience

Biafra Ahanonu, Gates

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Joyonna Gamble-George, SREB

James Hassell, AGEP

Ariel Negrón, AGEP

Nursing

Camille Koroma, AGEP

Jade McBroom, McNair

Oceanography

John Paul Balmonte, AGEP

Dinorah Chacin, Sloan

Adrienne George, Sloan

Jessica Kenigson, NASA

Abdiel Laureano-Rosario, Sloan

Natasha Mendez-Ferrer, Sloan

Maria Vega-Rodriguez, Sloan

Organic Chemistry

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Matthew Hillyer, SREB

Latisha Jefferies, AGEP

Pharmaceutical Sciences

Malaika Argade, SREB

Alex Brewer, FASEB

Nicole Jackson, SREB

Dominique Jones, SREB

Philosophy

Dana Miranda, NE

Physics

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Vernita Adkins, LSAMP Scholars

Kirk Barrow, SREB

Melanie Brady, NASA

Desmond Campbell, SREB

Moises Castillo, NASA

Christina Chu, NASA

Brian Cooper, Sloan

Taeyjuana Curry, AGEP

Brandon Davis, Sloan

Mustafa Ibrahim, LSAMP
Scholars

Whitney Ingram, SREB

Manuel Lara, AGEP

Lionel London, SREB

James Mathis, Sloan

Amber Medina, LSAMP Scholars

Mallory Molina, Sloan

Alexander Moncion-Baez, Sloan

Teresa Monsue, NASA

Ga'Brielle Muhammad, LSAMP
Scholars

Ivan Padron, SREB

Kenneth Perez Quintero, NASA

Adriana Rivera, NASA

Garrett Rodriguez, Sloan

Angel Ruiz, NASA

Dilsom Sanchez, NASA

Timothy Schuler, McNair

Emmaris Soto, NASA

Lorraine Torres-Castro, NASA

Physiology and Biophysics

Coral Cabrera Montalvo, AGEP

Yaa Haber, Sloan

Miara Jeffress, FASEB

Political Science

Brian Barlow, Gates

Takiyah Harper, NE

Alanna Jackson, AGEP

Kyle Key, SREB

Hasher Nisar, Gates

Caryl Nunez, NE

Preventative Medicine

Carnisha Gilder, NE



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Psychology

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David Ampofo, McNair
Aisha Baloo, Gates
Ernesto Bedoy, McNair
Holly Cole, SREB
Michael Curtis, McNair
Aaron Goodson, SREB
Jasmin James, McNair
Brandon Patallo, McNair
Phillip Richard, McNair
Gerard Robertson, McNair

Clinical Psychology

Devin Banks, SREB
Gladys Crespo Ramos, FASEB
Bashaun Davis, SREB
Kimberlye Dean, SREB
Andrea DePetris, NE
Eduardo Estevis, SREB
Arlene Gordon-Hollingsworth,
SREB
Kharine Jean, LSAMP Scholars
Lily Lau, SREB
Lakeya McGill, AGEP
Alexander Ojeda, SREB
Heather Page, SREB
Janelle Peifer, SREB
Brittanny Polanka, SREB
Eliut Rivera-Segarra, FASEB
Natalie Rodriguez-Quintana,
SREB
Brittany Walls, SREB

Counseling Psychology

Lamarra Currie, SREB

Marisa Franco, AGEP
Michael Mejia, SREB
Roslyn Morris, NE
Danita Wynes, SREB

Developmental and Child Psychology

Jordan Booker, SREB
Maleka Brown, AGEP
Caryn Darwin, SREB
Jason Ottley, SREB
Ani Whitmore, SREB

Educational Psychology

Natalie Aguilar, Gates
Carmen Carrion, SREB
Kristi Fultz-Butts, SREB
Heather Jeffers, SREB
Territa Poole, SREB
Adriane Sheffield, SREB

Forensic Psychology

Angela Pittman, McNair

Health Psychology

Sulamunn Coleman, Sloan
April Nellum, SREB
Tomorrow Wilson, Sloan

Industrial/Organizational Psychology

Jori Allen-Wilcox, AGEP

Psychometrics and Quantitative Psychology

Brett Jefferson, AGEP

School Psychology

Corey Black, SREB
Christopher Brooks, SREB
Courtney Welch, McNair

Social Psychology

Gabrielle Smith, SREB

Public Policy

NaLette Brodnax, SREB
Henry Brooks, SREB
Ashley Reynolds Marshall,
SREB
Everrett Smith, SREB
Shanequa Smith, SREB
Kelechi Uzochukwu, SREB

Rehabilitation and Education Research

Karen Vang, Gates
Marissa Young, SREB

Secondary Education and Teaching

Tamika Ball, SREB
Maima Chea, SREB
Ervin China, SREB
Thais Council, SREB
Charity Gordon, SREB
Stephanie Jones, SREB
Deidre King, SREB
LaShaune Smith, SREB
George Turner, SREB
Anthony Villa, AGEP

Social Work

Amber Bell, SREB



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Freda Coleman-Reed, SREB
Shani Collins, SREB
Pinkie Evans, SREB
Evan Harris, SREB
Andricus Hutcherson, SREB
Isaac Karikari, SREB
Missy Mitchell - Williams, SREB
Monique Saastamoinen, McNair
Kenneth Ulmer, SREB

Sociology

Sybrina Atwaters, SREB
Joey Brown, AGEP
Jelisa Clark, SREB
Tyrell Connor, AGEP
Jessica Jelf-Albert, Gates
Nicole Mainor, McNair
Brianna Painia, SREB
Martin Puga, McNair
Makeda Roberts, SREB
Mai Thai, AGEP
Jamira Young, McNair

Soil Sciences

Keya Howard, Sloan

Special Education and Teaching

Millicent Carmouche, SREB
Lenisa Joseph, AGEP

Statistics

Ezell Allen, SREB
Brian Oh, Gates

Student Counseling and Personnel Services

Kirnel Daniel, SREB
Vivia Hill-Silcott, SREB
Jacqueline Joe, SREB
Dionne Maddox, SREB

Theatre

Alexis Skinner, SREB

Urban Education and Leadership

Benedict Adams, SREB
Tina Cheuk, AGEP
Chantias Ford, Gates
Romero Stokes, SREB
Nathaniel Williams, SREB

Wildlife and Wetlands Science and Management

Marla Hamilton, SREB
Janel Ortiz, AGEP