Program Agenda

October 30 - November 2, 2014
Omni Hotel - CNN Center
Atlanta, Georgia
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.
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.
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/
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 (JPFP)
NASA Ames Research Center, Mail Stop 236-8
Moffett Field, CA 94035-1000
(650) 604-3495
www.nasa.gov

The Harriett 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 JPFP 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/](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/](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/](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/](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.*

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

<table>
<thead>
<tr>
<th>Date/Time</th>
<th>Sessions I choose to attend</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Thursday, October 30</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Noon - 8 p.m.</td>
<td><a href="#">Registration and Check-In</a></td>
<td>Pre-Function Lobby</td>
</tr>
<tr>
<td>Noon - 9 p.m.</td>
<td>Networking Break/Faculty Recruiting Station Visits</td>
<td>Grand Ballroom D2-E</td>
</tr>
<tr>
<td>5:30 - 6:30 p.m.</td>
<td><strong>Orientation Sessions by Group</strong>: SREB, Sloan, Bridges, McNair, AGEP/SBE, NEBHE, Recruiters, Gates Millennium Scholars, NASA, LSAMP — <strong>REQUIRED for all scholars</strong></td>
<td>Grand Ballroom D2-E</td>
</tr>
<tr>
<td>6:30 - 7 p.m.</td>
<td>Networking Break/Faculty Recruiting Station Visits</td>
<td>Grand Ballroom D2-E</td>
</tr>
<tr>
<td>7 - 8 p.m.</td>
<td><strong>Welcome and Opening Reception</strong></td>
<td>Atrium Terrace</td>
</tr>
<tr>
<td>8 - 9 p.m.</td>
<td>Chalk Talk Training Session (for Chalk Talk presiders)</td>
<td>Walnut</td>
</tr>
<tr>
<td><strong>Friday, October 31</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 - 8:30 a.m.</td>
<td><strong>Breakfast Group Meeting:</strong></td>
<td>International Ballroom</td>
</tr>
<tr>
<td>8:45 - 10:15 a.m.</td>
<td><strong>Welcome, Opening Session and Keynote Addresses</strong></td>
<td>International Ballroom</td>
</tr>
<tr>
<td>10:15 - 11 a.m.</td>
<td>Networking Break/Faculty Recruiting Station Visits</td>
<td>Grand Ballroom D2-E</td>
</tr>
<tr>
<td>11 a.m. - 12:30 p.m.</td>
<td><strong>Interest Session:</strong></td>
<td></td>
</tr>
<tr>
<td>12:30 - 2 p.m.</td>
<td><strong>Meet and Greet Luncheon and Plenary Session I</strong></td>
<td>International Ballroom</td>
</tr>
<tr>
<td>2 - 2:30 p.m.</td>
<td>Networking Break/Faculty Recruiting Station Visits</td>
<td>Grand Ballroom D2-E</td>
</tr>
<tr>
<td>2:30 - 4 p.m.</td>
<td><strong>Interest Session:</strong></td>
<td></td>
</tr>
<tr>
<td>4 - 5:30 p.m.</td>
<td>Networking Break/Faculty Recruiting Station Visits</td>
<td>Grand Ballroom D2-E</td>
</tr>
<tr>
<td>5:30 - 7:30 p.m.</td>
<td><strong>Institute Graduates’ Awards Banquet</strong></td>
<td>International Ballroom</td>
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<tr>
<td><strong>Saturday, November 1</strong></td>
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<tr>
<td>7 - 8 a.m.</td>
<td><strong>Breakfast for Guests and Recruiters</strong></td>
<td></td>
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<tr>
<td>7 - 8 a.m.</td>
<td><strong>Chalk Talks and Networking Breakfasts by Discipline</strong></td>
<td></td>
</tr>
<tr>
<td>8 - 8:30 a.m.</td>
<td>Networking Break/Faculty Recruiting Station Visits</td>
<td>Grand Ballroom D2-E</td>
</tr>
<tr>
<td>8:30 - 9:30 a.m.</td>
<td><strong>Plenary Session II</strong></td>
<td>International Ballroom</td>
</tr>
<tr>
<td>9:30 - 10 a.m.</td>
<td>Networking Break/Faculty Recruiting Station Visits</td>
<td>Grand Ballroom D2-E</td>
</tr>
<tr>
<td>10 - 11:30 a.m.</td>
<td><strong>Interest Session:</strong></td>
<td></td>
</tr>
<tr>
<td>11:30 a.m. - 1 p.m.</td>
<td><strong>Lunch and Awards Program</strong></td>
<td>International Ballroom</td>
</tr>
<tr>
<td>1 - 1:30 p.m.</td>
<td>Networking Break/Faculty Recruiting Station Visits</td>
<td>Grand Ballroom D2-E</td>
</tr>
<tr>
<td>1 - 6:30 p.m.</td>
<td>Curriculum Vitae Reviews (First and Second Block of Sessions)</td>
<td>Spruce</td>
</tr>
<tr>
<td>13:00 - 3 p.m.</td>
<td><strong>Interest Session:</strong></td>
<td></td>
</tr>
<tr>
<td>3 - 4 p.m.</td>
<td><strong>Group Photos</strong></td>
<td>Atrium Terrace</td>
</tr>
<tr>
<td>4 p.m.</td>
<td>Free time. Dinner is on your own.</td>
<td></td>
</tr>
<tr>
<td><strong>Sunday, November 2</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7:30 - 8:30 a.m.</td>
<td><strong>Coffee/ Juice</strong></td>
<td>Pre-Function Lobby</td>
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<tr>
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<td>First-Year SREB-State Scholars Meeting — <strong>REQUIRED ONLY for newly awarded scholars</strong></td>
<td>Dogwood A</td>
</tr>
<tr>
<td>8:30 - 10 a.m.</td>
<td>The Graduate School Application Process — <strong>REQUIRED for McNair, Gates and LSAMP scholars</strong></td>
<td>Dogwood B</td>
</tr>
<tr>
<td>9 - 10 a.m.</td>
<td><strong>Plenary Session III</strong></td>
<td>Grand Ballroom A&amp;B</td>
</tr>
<tr>
<td>10 - 11:30 a.m.</td>
<td><strong>Brunch and Closing Session — For all attendees</strong></td>
<td>International Ballroom</td>
</tr>
<tr>
<td>11:30 a.m. - Noon</td>
<td>Adjournment and Collection of Evaluation Forms</td>
<td>Pre-Function Lobby</td>
</tr>
</tbody>
</table>
Meeting Room Maps

Omni Hotel - CNN Center

South Tower
Atrium Terrace Level

South Tower
Atrium Terrace Level

CNN Center Floor Below
Atrium Terrace B
Atrium Terrace A
Atrium Foyer
Elevator Lobby
Maple Foyer
Spruce Room
Birch Room
Pine Room
Freight Elevators
South Tower
Atrium Terrace Level

Square Dimensions Ceiling Portable Classroom Banquet Hollow Exhibit

R
Footage L x W Height  Walls Theater  
10,080 105' x 96' 15 Stories  No 1,000 525   720 1,105 60 50

A 12,000 15 Stories  No 1,150 575 960 1,262 72 60

A 2,000 15 Stories  No 150 50 240 221 12 10

A 3,305 15 Stories  No - - 130 200 16 13

M 2,200 88' x 25' 10'  Yes 210 120 180 210 - - -

M 725 29' x 25' 10'  Yes 70 40 60 70 18 - -

M 750 30' x 25' 10'  Yes 70 40 60 70 18 - -

M 725 29' x 25' 10'  Yes 70 40 60 70 18 - -

M 1,200 10'  No - - 50 120 - - -

P 1,596 5  No 160 100 130 160 45 - -

P 1,300 - 15 Stories  No - - 70 120 - - -

B 1,080 27' x 40' 8'9"  No 122 70 90 116 30 - -

S 1,036 37' x 28' 8'9"  No 110 60 80 110 26 - -

S 560 28' x 20' 10'  No - - - 50 - -
Meeting Room Maps

Omni Hotel - CNN Center

North Tower
M3/Meeting Level

Upper International Ballroom

Prefunction Lobby

Beechnut

Walnut

Hickory

Chestnut

Pecan

Hazelnut

Square Dimensions Ceiling Classroom Hollow Exhibit

Footage L x W Height

Theater

10' x 10'
Recruiter Representatives

Agnes Scott College
Decatur, GA
Jennifer Hughes
Kijua Sanders-McMurry

Auburn University
Auburn, AL
Brenda Allen
Michelle Cole
Kori Hesson
Overtoun Jenda

A.T. Still University
Kirksville, MO
Tonya Fitch
Clinton Normore

Augustana College
Rock Island, IL
Steve Bahls
Jose Boquin
Jeffrey Radiff-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

Bloomington University
Bloomington, PA
Ekema Agbaw
Kate Bauman
Jonathan Lincoln
Michael Stephens
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
Chereese 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 Kastarinarachi
Ann Marie 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
Morehead State University
Morehead, KY
Charles Holloway
Clarenda Phillips

Murray State University
Murray, KY
Bomann Loganathan

National Aeronautics and Space Administration (NASA)
Washington, DC
Roosevelt Johnson
Joelleta 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
Kathryn Piazzola
Karien Wright

Temple University
Philadelphia, PA
Tiffonia 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 Petritis
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 Jankowksi
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 Minor

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 Pickett

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
Kistaman 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

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.
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.
Thursday, October 30

Noon - 8 p.m.  **Registration and Check-In**  Pre-Function Lobby

Noon - 9 p.m.  **Networking/Faculty Recruiting Station Visits**  Grand Ballroom D2-E
*(Faculty recruiting stations are open until Saturday. Scholars are encouraged to visit.)*

5:30 - 6:30 p.m.  **ORIENTATION SESSIONS BY GROUP**

**Orientation for SREB-State Doctoral Scholars and Faculty Representatives (Required)**  Grand Ballroom B
*Presiding and Presenter: Ansley Abraham*, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA
*Presenter: Veda Overton-Houston*, Program Accounting Assistant, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA
*Presenter: Chanell Turner*, Publications and Programming Assistant, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA
*Presenter: Tammy Wright*, Coordinator, Institute and Scholar Services, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA

**Orientation for Alfred P. Sloan Minority Ph.D. Program Scholars and Directors (Required) (66)**  Pine
*Presiding and Presenter: Elizabeth Boylan*, Program Director, Alfred P. Sloan Foundation, New York, NY
*Presenter: Denise Ellis*, Program Manager, Alfred P. Sloan Foundation Graduate Scholarship Programs, NACME, New York, NY

**Orientation for Bridges to the Professoriate, FASEB Scholars and Faculty Representatives (Required)**  Dogwood A
*Presiding: Ken Pepion*, Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Boulder, CO

**Orientation for Ronald E. McNair Postbaccalaureate Achievement Program Scholars and Directors (Required)**  Dogwood B
*Presiding: John Mateja*, Director, Ronald McNair Postbaccalaureate Achievement Program, Murray State University, Murray, KY
*Presenter: Cynthia Hill*, Associate Provost and McNair Director, University of Maryland Baltimore County, Baltimore, MD
Thursday, October 30, continued

5:30 - 6:30 p.m.  ORIENTATION SESSIONS BY GROUP (continued)
Benefits of Graduate Education and the Professoriate (AGEP); Social, Behavioral and Economic Sciences (SBE) Scholars; and Program Representatives (Required)

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

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

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

6:30 - 7 p.m.  Networking Break/Faculty Recruiting Station Visits

7 - 8 p.m.  WELCOME AND OPENING RECEPTION

Presiding: Ken Pepion, 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)

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

8 - 9 p.m.  Presider Orientation Session (for session presiders)

Presiding: Walter R. Jacobs Jr., 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)

Presiding: Marcus Ware, Campus Engagement Manager, Gates Millennium Scholars Program, United Negro College Fund, Washington, D.C.

Breakfast for Guests, Recruiters and Compact Graduates

Breakfast Meeting for NASA Fellows

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 (LSAMP)

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 Coella, 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


**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-Genity*, Interim Bachelors of Social Work Program Director, Indiana University School of Social Work, Indianapolis, IN
CONCURRENT INTEREST SESSIONS (continued)

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

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) Pine
Findings and Action Recommendations from Doctoral Initiative on Minority Attrition and Completion (DIMAC) (68)

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)

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
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)**

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)**

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*
CONCURRENT INTEREST SESSIONS (continued)

McNair, Gates Millennium, and LSAMP Undergraduates Session I: Cypress
What Can I Do to Help Contribute to a Good Mentoring Relationship with My Faculty Mentor? (24)

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

**Enhancing the Postdoctoral Experience (36)**

Some critics argue that postdoctoral positions delay a tenure-track position and limit your experience to narrow research areas. However, getting a postdoc 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)**

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)**

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
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 AGEP, 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
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
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 AGEP, 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 Spruce Faculty unto the Underrepresented Minority (URM) Scholars**  (The session is by invitation only)  
**Spruce**  
*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*
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) Pine**

**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, \textit{continued}

10 - 11:30 a.m. \textbf{CONCURRENT INTEREST SESSIONS (continued)}

\textit{Faculty Session II: Mentoring Graduate Students of Color (14)} \hfill 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.

\textit{Presiding: Derrick Lanois}, SREB-State Doctoral Scholars Program Graduate, Southern Regional Education Board, Atlanta, GA

\textit{Presenter: Christine Grant}, Associate Professor of Chemical Engineering, North Carolina State University, Raleigh, NC

\textit{Presenter: Renetta G. Tull}, Associate Vice Provost, University of Maryland Baltimore County, Baltimore, MD

\textit{McNair, Gates Millennium, and LSAMP Undergraduates Session II: Birch}

\textit{Writing the Personal Statement for Graduate School Admission (25)}

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.

\textit{Presiding: Deborah Northcross}, Executive Director, TRIO Training, SAEOPP Center, Memphis, TN

\textit{Presenter: Donald Asher}, Managing Partner, Asher Associates, Gerlach, NV

\textit{Developing Your Curriculum Vitae (51)} \hfill 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.

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

\textit{Presenter: David Schuldberg}, Professor of Psychology and Director of Clinical Training, University of Montana, Missoula, MT
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


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)  

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**  

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**  

(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**

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


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.  Atrium Terrace

**Group Photos**

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  LSAMP
AGEP  NASA
SREB
Bridges
McNair
New England
Gates Millennium Scholars
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
### First-Year SREB-State Doctoral Scholars Meeting

8 - 9 a.m.

**Dogwood A**

(Required ONLY for newly awarded SREB scholars)

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.

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

**Presenter:** Veda Overton-Houston, Program Accounting Assistant, SREB-State Doctoral Scholars Program Southern Regional Education Board, Atlanta, GA

**Presenter:** Chanell Turner, Administrative & Publications Assistant, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA

**Presenter:** Tammy Wright, Coordinator, Institute and Scholar Services, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA

### McNair, LSAMP, and Gates Millennium Undergraduates Session III:

8:30 - 10 a.m.

**Dogwood B**

**The Graduate School Application Process (26)**

(Required for McNair, LSAMP and Gates undergraduate scholars)

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.

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

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

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

**Presenter:** Chontrese Doswell Hayes, Associate Dean, Howard University Graduate School, Washington, DC

### PLENARY SESSION III: Building Professional Connections Via the

9 - 10 a.m.

**Grand Ballroom AB**

Institute on Teaching and Mentoring

The Teaching and Mentoring Institute has agreed to partner with *Inside Higher Education*, *The Chronicle of Higher Education*, 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.

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

Presenter: Scott Jaschik, Editor, Inside 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)*  
Pine

*Presiding and Presenter: Elizabeth S. Boylan*, Program Director, Alfred P. Sloan Foundation, New York, NY

*Presenter: Denise Ellis*, Program Manager, Alfred P. Sloan Foundation Graduate Scholarship Programs, National Action Council for Minorities in Engineering, White Plains, NY

**7 - 9 p.m.**
*Welcome Dinner for Sloan Directors and Sloan Faculty*  
Grand Ballroom A

*Topic: Surmounting the Barriers: Outcomes and the Path Forward*

*Presiding: Elizabeth S. Boylan*, Program Director, Alfred P. Sloan Foundation, New York, NY

*Presenter: Bevlee Watford*, Program Manager for Broadening Participation in Engineering, National Science Foundation, Arlington, VA

### Friday, October 31

**7 - 8:30 a.m.**
*Breakfast Meeting for Sloan Scholars, Sloan Directors, and Sloan Faculty*  
Grand Ballroom A & B

*Topic: A Path Past the Ph.D. and How to Get There*

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

*Presenter: Bevlee Watford*, Program Manager for Broadening Participation in Engineering, National Science Foundation, Arlington, VA

**9 - 10:30 a.m.**
*Sloan Plenary Session I (for Sloan Directors)*  
Pine

*Topic: Research and Resources for Faculty on Reducing the Impact of Stereotype Threat (67)*

*Presiding: Elizabeth S. Boylan*, Program Director, Alfred P. Sloan Foundation, New York, NY

*Presenter: Steven Stroessner*, Professor of Psychology, Barnard College, Columbia University, New York, NY

**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 Restrick 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**  
Honoring Dr. Beverly Daniel Tatum, President of Spelman College, 2002-2015  
(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)

**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.
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
Directory of Attendees

Ansley Abraham
Administrator
Sociology
Florida State University
Ansley.abraham@sreb.org

Raul Acevedo
NASA Scholar
Physics
University of Puerto Rico, Rio Piedras
raulacevedoesteves@yahoo.com

Yaset "Ace" Acevedo
Sloan Scholar
Chemical Engineering
Cornell University
yma3@cornell.edu

Arturo Acosta-Zamora
NASA Scholar
Mechanical Engineering
University of Texas, El Paso
aacosta29@miners.utep.edu

Margaret Adamek
Faculty Mentor
Social Work
Indiana University-Purdue University - Indianapolis
madamek@iupui.edu

Benedict Adams
SREB Scholar
Urban Education and Leadership
Indiana University-Purdue University - Indianapolis
adamsbn@iupui.edu

Candice Adams
SREB Scholar
Computer Science
Auburn University
candice.adams@auburn.edu

Kimberly Adams
SREB Program Graduate
Political Science
East Stroudsburg University of Pennsylvania
ksadams@esu.edu

Echo Adcock Smith
SREB Scholar
Chemistry
University of Tulsa
echoadcocksmith@yahoo.com

Vernita Adkins
LSAMP Scholars
Physics
Southern University and A&M College
vermialadkins@yahoo.com

Shade Adu
Gates Millennium Scholar
Curriculum and Instruction
University of Wisconsin Colleges
shadayadu@gmail.com

Donald Aduba
SREB Scholar
Biomedical Engineering
Virginia Commonwealth University
donadubac@gmail.com

Ekema Agbaw
Recruiter
English
Bloomsburg University of Pennsylvania
sagbaw@bloomu.edu

Isaac Agbeshie-Noye
Gates Millennium Scholar
Educational Leadership and Administration
George Washington University
inoye1@gmail.com
Joy Agee  
_Bridges Scholar_  
Biology  
University of Alabama, Huntsville  
joymarie04@yahoo.com

Joshua Akhigbe  
_AGEp Scholar_  
Organic Chemistry  
University of Maryland, Baltimore County  
jakhigbe@umbc.edu

Jorge Alcaraz  
_Gates Millennium Scholar_  
Psychology  
University of California, San Diego  
jhalcara@ucsd.edu

Natalie Aguilar  
_Gates Millennium Scholar_  
Educational Psychology  
University of Southern California  
natxio.cc@gmail.com

Adeboyega Akinsiku  
_AGEp Scholar_  
Information Systems/Technology  
University of Maryland, Baltimore County  
aakins1@umbc.edu

Charlene Alexander  
_Faculty Mentor_  
Counseling Psychology  
Ball State University  
calexander@bsu.edu

Biafra Ahanonu  
_Gates Millennium Scholar_  
Neuroscience  
Stanford University  
bahanonu@stanford.edu

Olukemi Akintewe  
_Sloan Scholar_  
Chemical Engineering  
University of South Florida  
olukemi@mail.usf.edu

Marcus Alexander  
_Com pact Staff_  
Information Systems/Technology  
Iowa State University  
Marcus.A.Alexander@gmail.com

Sandeel Ahmed  
_NASA Scholar_  
Biomedical Sciences  
Texas Southern University  
sandeel.ahmed@gmail.com

Zakaria Al Balushi  
_Sloan Scholar_  
Materials Science Engineering  
Pennsylvania State University  
zya5004@psu.edu

Brenda Allen  
_Recruiter_  
Forestry  
Auburn University  
allenbm@auburn.edu

Tiffany Aholou  
_SREB Program Graduate_  
Developmental and Child Psychology  
University of Phoenix - Augusta Campus  
tmaholou@gmail.com

Folami Alamudun  
_AGEp Scholar_  
Computer Science  
Texas A&M University  
fola.alamudun@tamu.edu

Eliza Allen  
_SREB Senior Scholar_  
Early Childhood Education  
Georgia State University  
eallen2@student.gsu.edu

Toyin Ajisafe  
_SREB Program Graduate_  
Kinesiology and Exercise Science  
Georgia State University  
tajisafe1@gsu.edu

Kizzy Albritton  
_SREB Program Graduate_  
School Psychology  
Georgia State University  
kizzy.albritton@gmail.com

Ezell Allen  
_SREB Scholar_  
Statistics  
University of Memphis  
eallen2@memphis.edu
Hamilton Allen  
*SREB Scholar*  
Zoology/Animal Biology Biology  
Clemson University  
hrallen@clemson.edu

Melissa Alvarado-Velez 
*Sloan Scholar*  
Biomedical Engineering  
Georgia Institute of Technology  
mav6@gatech.edu

Mia Anderson  
*SREB Program Graduate*  
Communications  
University of South Alabama  
long.mia@gmail.com

Kristen Allen  
*Guest*  
Anthropology  
Temple University  
tua67827@temple.edu

Andrea Alvarez  
*SREB Scholar*  
Virginia Commonwealth University  
alvareza@vcu.edu

Myron Anderson  
*Recruiter*  
Education  
Virginia Polytechnic Institute and State University  
mande118@msudenver.edu

Shara Allen  
*Gates Millennium Scholar*  
Mercer University  
allenshara@gmail.com

Donna Alvermann  
*Faculty Mentor*  
Secondary Education and Teaching  
University of Georgia  
dalverma@uga.edu

Amy Ansong  
*SREB Scholar*  
George Mason University  
gemfoowah@gmail.com

Terry Allen  
*Gates Millennium Scholar*  
Education  
Teachers College at Columbia University  
tla2121@tc.columbia.edu

David Ampofo  
*McNair Scholar*  
Psychology  
Indiana University of Pennsylvania  
qzgr@iup.edu

Mason Anthony  
*Guest*  
Mason@FacultyDiversity.org

Jori Allen-Wilcox  
*AGEP Scholar*  
Industrial and Organizational Psychology  
University of Maryland, Baltimore County  
aorig1@umbc.edu

Belinda Anderson  
*Presenter*  
Norfolk State University  
bcanderson@nsu.edu

Kamal Ararso  
*Gates Millennium Scholar*  
Education  
Arizona State University  
kamal.ararso@asu.edu

Jorge L Almodovar  
*Sloan Faculty*  
Chemical Engineering  
University of Puerto Rico, Mayaguez  
jorge.almodovar1@upr.edu

Crystal Anderson  
*Compact Staff*  
American Studies  
College of William and Mary  
crisuzande@gmail.com

Tiffenia Archie  
*Recruiter*  
Sociology  
Temple University  
tarchie@temple.edu

Jamees Anderson  
*Recruiter*  
Education  
University of Missouri, Columbia  
jcanders@exchange.vt.edu

Malaika Argade  
*SREB Scholar*  
Pharmaceutical Sciences  
Virginia Commonwealth University  
argademd@vcu.edu
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Role</th>
<th>Field</th>
<th>Institution</th>
<th>Email</th>
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<tbody>
<tr>
<td>Martha Ariza</td>
<td>Sloan Graduate</td>
<td>Environmental Science, Ecology</td>
<td>Texas A&amp;M University</td>
<td><a href="mailto:mariza@tamu.edu">mariza@tamu.edu</a></td>
</tr>
<tr>
<td>Keshia Ashe</td>
<td>Bridges Scholar</td>
<td>Chemical Engineering</td>
<td>University of Connecticut</td>
<td><a href="mailto:keshia.ashe@gmail.com">keshia.ashe@gmail.com</a></td>
</tr>
<tr>
<td>Tolulope Awokoya</td>
<td>SREB Program Graduate</td>
<td></td>
<td>University of Maryland, College Park</td>
<td><a href="mailto:jawokoya@gmail.com">jawokoya@gmail.com</a></td>
</tr>
<tr>
<td>John Armendariz</td>
<td>Recruiter</td>
<td></td>
<td>Northeastern University</td>
<td><a href="mailto:j.armendariz@neu.edu">j.armendariz@neu.edu</a></td>
</tr>
<tr>
<td>Lisa Armistead</td>
<td>Recruiter</td>
<td></td>
<td>Georgia State University</td>
<td><a href="mailto:reneeliverpool@gsu.edu">reneeliverpool@gsu.edu</a></td>
</tr>
<tr>
<td>Cheryl Armstead</td>
<td>Faculty Mentor</td>
<td>Health Psychology</td>
<td>University of South Carolina, Columbia</td>
<td><a href="mailto:armstead@mailbox.sc.edu">armstead@mailbox.sc.edu</a></td>
</tr>
<tr>
<td>David Asiamah</td>
<td>SREB Program Graduate</td>
<td>Community Psychology</td>
<td>University of South Carolina, Columbia</td>
<td><a href="mailto:asiamahd@gmail.com">asiamahd@gmail.com</a></td>
</tr>
<tr>
<td>Shauni Armstead</td>
<td>Gates Millennium Scholar</td>
<td>History</td>
<td>Auburn University</td>
<td><a href="mailto:sta0005@auburn.edu">sta0005@auburn.edu</a></td>
</tr>
<tr>
<td>Jennifer Bailey</td>
<td>SREB Program Graduate</td>
<td>Business Management</td>
<td>Georgia Institute of Technology</td>
<td><a href="mailto:jbailey@babson.edu">jbailey@babson.edu</a></td>
</tr>
<tr>
<td>Lakiea Bailey</td>
<td>SREB Program Graduate</td>
<td>Biomedical Sciences</td>
<td>Georgia Health Sciences University</td>
<td><a href="mailto:SCDadvocate@gmail.com">SCDadvocate@gmail.com</a></td>
</tr>
<tr>
<td>Corey Baker</td>
<td>AGEP Scholar</td>
<td>Electrical Engineering</td>
<td>University of Florida</td>
<td><a href="mailto:cbaker6@ufl.edu">cbaker6@ufl.edu</a></td>
</tr>
<tr>
<td>Donald Asher</td>
<td>Presenter</td>
<td>Social Psychology</td>
<td>Fielding Graduate University</td>
<td><a href="mailto:don@donaldasher.com">don@donaldasher.com</a></td>
</tr>
<tr>
<td>Jamin Ashley</td>
<td>SREB Scholar</td>
<td>Electrical Engineering</td>
<td>North Dakota State University</td>
<td><a href="mailto:jamin.ashley@ndsu.edu">jamin.ashley@ndsu.edu</a></td>
</tr>
<tr>
<td>Sybrina Atwaters</td>
<td>SREB Senior Scholar</td>
<td>Sociology</td>
<td>Georgia Institute of Technology</td>
<td><a href="mailto:syatwat@gatech.edu">syatwat@gatech.edu</a></td>
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<tr>
<td>Michelle Bachelor Robinson</td>
<td>SREB Program Graduate</td>
<td>English</td>
<td>University of Alabama</td>
<td><a href="mailto:mrobinson@ua.edu">mrobinson@ua.edu</a></td>
</tr>
<tr>
<td>Dondra Bailey</td>
<td>AGEP Scholar</td>
<td>Biology</td>
<td>Howard University</td>
<td><a href="mailto:baileydondra@gmail.com">baileydondra@gmail.com</a></td>
</tr>
<tr>
<td>Jennifer Bailey</td>
<td>SREB Program Graduate</td>
<td>Business Management</td>
<td>Georgia Institute of Technology</td>
<td><a href="mailto:jbailey@babson.edu">jbailey@babson.edu</a></td>
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<tr>
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<td>SREB Program Graduate</td>
<td>Biomedical Sciences</td>
<td>Georgia Health Sciences University</td>
<td><a href="mailto:SCDadvocate@gmail.com">SCDadvocate@gmail.com</a></td>
</tr>
<tr>
<td>Corey Baker</td>
<td>AGEP Scholar</td>
<td>Electrical Engineering</td>
<td>University of Florida</td>
<td><a href="mailto:cbaker6@ufl.edu">cbaker6@ufl.edu</a></td>
</tr>
</tbody>
</table>
Courtney Baker  
*Faculty Mentor*  
Clinical Psychology  
Tulane University  
cnbaker@tulane.edu

John Paul Balmonte  
*AGEP Scholar*  
Oceanography  
University of North Carolina at Chapel Hill  
balmonte@email.unc.edu

Edwin Barea-Rodriguez  
*Sloan Director*  
Neuroscience  
University of Texas at San Antonio  
edwin.barea@utsa.edu

Elisha Baker  
*Recruiter*  
University of Alaska Anchorage  
provost@uaa.alaska.edu

Aisha Baloo  
*Gates Millennium Scholar*  
Psychology  
University of New Mexico  
aishabaloo@hotmail.com

Brian Barlow  
*Gates Millennium Scholar*  
Political Science  
George Washington University  
brian_barlow@gwu.edu

Renee Baker  
*Recruiter*  
Rochester Institute of Technology  
mrbpsn@rit.edu

Devin Banks  
*SREB Scholar*  
Clinical Psychology  
Indiana University-Purdue University - Indianapolis  
debanks@iupui.edu

Andrea Barnes  
*Recruiter*  
andrea.gar-barnes@wku.edu

Jaylynn Balatche  
*Gates Millennium Scholar*  
Ethnic, Cultural Minority, and Gender Studies  
University of Oklahoma  
jbalatche@yahoo.com

Samesha Barnes  
*MCNair Director*  
University of Florida  
sbarnes@aa.ufl.edu

Tamika Ball  
*SREB Scholar*  
Secondary Education and Teaching  
Georgia State University  
tamikanball@hotmail.com

Kirk Barrow  
*SREB Scholar*  
Physics  
Georgia Institute of Technology  
kssbarrow@gatech.edu

Justin Ballenger  
*SREB Senior Scholar*  
Curriculum and Instruction  
Clemson University  
bhorace@clemson.edu

Erica Bass-Flimmons  
*SREB Scholar*  
Multicultural Education  
Georgia State University  
ericabass2000@gmail.com

Bernard Batson  
*Sloan Director*  
Engineering  
University of South Florida  
bbatson@usf.edu
<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Affiliation</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kate Bauman</td>
<td>Recruiter</td>
<td>bloomu.edu</td>
<td><a href="mailto:kbauman@bloomu.edu">kbauman@bloomu.edu</a></td>
</tr>
<tr>
<td>Ezgihan Baydar</td>
<td>NASA Scholar</td>
<td>University of Texas at Arlington</td>
<td><a href="mailto:ezgihan.baydar@mavs.uta.edu">ezgihan.baydar@mavs.uta.edu</a></td>
</tr>
<tr>
<td>Gordon Baylis</td>
<td>Recruiter</td>
<td>Western Kentucky University</td>
<td><a href="mailto:gordon.baylis@wk.edu">gordon.baylis@wk.edu</a></td>
</tr>
<tr>
<td>William Bean</td>
<td>SREB Scholar</td>
<td>University of Kentucky</td>
<td><a href="mailto:william.bean@uky.edu">william.bean@uky.edu</a></td>
</tr>
<tr>
<td>Ernesto Bedoy</td>
<td>McNair Scholar</td>
<td>University of Nevada, Las Vegas</td>
<td><a href="mailto:ernie.bedoy@gmail.com">ernie.bedoy@gmail.com</a></td>
</tr>
<tr>
<td>Michelle Behr</td>
<td>Recruiter</td>
<td>Birmingham Southern College</td>
<td><a href="mailto:awhite@bsc.edu">awhite@bsc.edu</a></td>
</tr>
<tr>
<td>Denise Beike</td>
<td>Faculty Mentor</td>
<td>University of Arkansas, Fayetteville</td>
<td><a href="mailto:dbelike@uark.edu">dbelike@uark.edu</a></td>
</tr>
<tr>
<td>Amber Bell</td>
<td>SREB Scholar</td>
<td>University of Alabama</td>
<td><a href="mailto:adbell2008@gmail.com">adbell2008@gmail.com</a></td>
</tr>
<tr>
<td>Cheryl Bell</td>
<td>New England Scholar</td>
<td>University of Connecticut</td>
<td><a href="mailto:cheryl.bell@uconn.edu">cheryl.bell@uconn.edu</a></td>
</tr>
<tr>
<td>Ashley Belle</td>
<td>AGEP Scholar</td>
<td>University of Maryland, College Park</td>
<td><a href="mailto:ashleybelle@aol.com">ashleybelle@aol.com</a></td>
</tr>
<tr>
<td>Sheila Bello-Irizarry</td>
<td>Bridges Scholar</td>
<td>University of Rochester</td>
<td><a href="mailto:sheilabello@gmail.com">sheilabello@gmail.com</a></td>
</tr>
<tr>
<td>Jessye Bemley</td>
<td>Sloan Scholar</td>
<td>North Carolina A&amp;T State University</td>
<td><a href="mailto:jibemley@gmail.com">jibemley@gmail.com</a></td>
</tr>
<tr>
<td>Rogelio Benitez</td>
<td>AGEP Scholar</td>
<td>Texas A&amp;M University</td>
<td><a href="mailto:rbenitez@tamu.edu">rbenitez@tamu.edu</a></td>
</tr>
<tr>
<td>Vernell Bennett</td>
<td>Recruiter</td>
<td>Kentucky State University</td>
<td><a href="mailto:vernell.bennett@kysu.edu">vernell.bennett@kysu.edu</a></td>
</tr>
<tr>
<td>Eric Benson</td>
<td>Faculty Mentor</td>
<td>Indiana University-Purdue University - Indianapolis</td>
<td><a href="mailto:eabenson@iu.edu">eabenson@iu.edu</a></td>
</tr>
<tr>
<td>Katrina Bermudez</td>
<td>NASA Scholar</td>
<td>Rensselaer Polytechnic Institute</td>
<td><a href="mailto:katrina.bermudez@gmail.com">katrina.bermudez@gmail.com</a></td>
</tr>
<tr>
<td>Terri Bernstein</td>
<td>McNair Director</td>
<td>University of Nevada, Las Vegas</td>
<td><a href="mailto:terri.bernstein@unlv.edu">terri.bernstein@unlv.edu</a></td>
</tr>
<tr>
<td>Rajade Berry-James</td>
<td>Recruiter</td>
<td>North Carolina State University</td>
<td><a href="mailto:rmberryj@ncsu.edu">rmberryj@ncsu.edu</a></td>
</tr>
<tr>
<td>Tanesia Beverly</td>
<td>New England Scholar</td>
<td>University of Connecticut</td>
<td><a href="mailto:tanesia.beverly@uconn.edu">tanesia.beverly@uconn.edu</a></td>
</tr>
<tr>
<td>Sanjukta Bhanja</td>
<td>Sloan Director</td>
<td>University of South Florida</td>
<td><a href="mailto:bhanja@usf.edu">bhanja@usf.edu</a></td>
</tr>
</tbody>
</table>
Harold Bibb  
Presenter  
Biological Sciences  
University of Rhode Island  
haroldbibb@gmail.com

La Toya Blanks  
Guest  
University of Arkansas for Medical Sciences  
ljblanks@uams.edu

Fernand Bontemps  
LSAMP Scholars  
Computer Science  
Florida International University  
fbont001@fiu.edu

Corey Black  
SREB Scholar  
School Psychology  
Tulane University  
cblack3@tulane.edu

Nicholas Blumenberg  
McNair Scholar  
Biochemistry  
Murray State University  
nblumenberg@murraystate.edu

Aaron Booker  
Recruiter  
Computer Science  
University of Tennessee, Chattanooga  
zmy354@mocs.utc.edu

Stacy Blake-Beard  
Presenter  
Business Management  
Simmons College  
stacy.blakebeard@simmons.edu

Sharika Boddie  
SREB Scholar  
Applied Mathematics  
Georgia Institute of Technology  
akirahs_atle@yahoo.com

Jordan Booker  
SREB Senior Scholar  
Developmental and Child Psychology  
Virginia Polytechnic Institute and State University  
Jordan.Booker@vt.edu

Darion Blalock  
McNair Scholar  
Anthropology  
University of Rochester  
dblalock@u.rochester.edu

Esther Bolanis  
SREB Scholar  
Indiana University-Purdue University - Indianapolis  
esmrodri@iupui.edu

Jose Boquin  
Recruiter  
Chemistry  
Augustana College  
joseboquin@augustana.edu

Autumn Blanchard  
McNair Scholar  
Communications  
Wayne State University  
autumnaj@gmail.com

Eli Borrego  
Sloan Scholar  
Plant Biology  
Texas A&M University  
eli.borrego@gmail.com

Lee Blaney  
Recruiter  
University of Maryland, Baltimore County  
autumn2@umbc.edu

Crystal Boston-Clay  
AGEP Scholar  
Indiana University-Purdue University - Indianapolis  
bostonc@iupui.edu

Vicki Bonds  
McNair Director  
Urban Education and Leadership  
Indiana University-Purdue University - Indianapolis  
vgayfiel@iupui.edu

Fred A. Bonner II  
Presenter  
fred.bonner@gse.rutgers.edu
Elizabeth Boylan  
**Presenter**  
boylan@sloan.org

Chassidy Bozeman  
**AGEP Scholar**  
Mathematics  
lowa State University  
cbozeman@iastate.edu

Mary Bradley  
**Recruiter**  
Washington University in St Louis  
bradleym@wustl.edu

Melanie Brady  
**NASA Scholar**  
Physics  
University of Southern Mississippi  
Melanie.Brady@eagles.usm.edu

Melinda Brennan  
**SREB Scholar**  
Ethnic, Cultural Minority, and Gender Studies  
Indiana University Bloomington  
mqbrenna@indiana.edu

Alex Brewer  
**FASEB Scholars**  
Pharmaceutical Sciences  
Baylor College of Medicine  
abrewer@bcm.edu

Monique Brewster  
**Bridges Scholar**  
Biochemistry  
Harvard University  
mbrewst@fas.harvard.edu

Krystal Brinson  
**SREB Program Graduate**  
Georgia Health Sciences University  
kbrinson65@gmail.com

NaLette Brodnax  
**SREB Scholar**  
Public Policy  
Indiana University Bloomington  
nbrodnax@indiana.edu

Betty Brooks  
**Compact Staff**  
Business Management  
Louisiana State University  
at Eunice  
Bettygb@aol.com

Christopher Brooks  
**SREB Scholar**  
School Psychology  
Tennessee State University  
brooks.christopher85@gmail.com

Henry Brooks  
**SREB Senior Scholar**  
Public Policy  
University of Arkansas for Medical Sciences  
hxb008@email.uark.edu

Derrick Brooms  
**Faculty Mentor**  
Sociology  
University of Louisville  
dr.brooms@louisville.edu

Alfreda Brown  
**Recruiter**  
Kent State University  
abrown@kent.edu

Cordelia Brown  
**SREB Program Graduate**  
Electrical Engineering  
Vanderbilt University  
cmbrow86@hotmail.com

Joey Brown  
**AGEP Scholar**  
Sociology  
University of Maryland, College Park  
jbrown15@umd.edu

Kenneth Brown  
**Recruiter**  
Chemistry  
Hope College  
brownk@hope.edu

Lisa Brown  
**Gates Millennium Scholar**  
Educational Leadership and Administration  
University of Phoenix  
lisa@lisaplaterobrown.com

Maleka Brown  
**AGEP Scholar**  
Developmental and Child Psychology  
Howard University  
malekab87@yahoo.com
Lynda Brown-Wright  
*Recruiter*  
Georgia State University  
lyndabrownwright@gsu.edu

Matthew Bryant  
*SREB Scholar*  
Education  
Georgia State University  
matthew.bryant.aps@gmail.com

Terrence Buck  
*Recruiter*  
tbuck@bnl.gov

David Buckman  
*SREB Scholar*  
Educational Leadership and Administration  
University of South Carolina, Columbia  
dgbuckman@att.net

Gina Bullock  
*NASA Scholar*  
Engineering  
North Carolina A&T State University  
gbulloc@ncat.edu

Kimberly Burgess  
*SREB Scholar*  
Indiana University-Purdue University - Indianapolis  
ksburghes@iupui.edu

Monica Burke  
*Recruiter*  
Western Kentucky University  
monica.burke@wk.edu

Brianna Burlock  
*LSAMP Scholars*  
Biology  
Spelman College  
bburlock@scmail.spelman.edu

John Burnett  
*Recruiter*  
History  
burnett@calu.edu

Thomas Burns  
*Recruiter*  
thomas.burns@belmont.edu

Aisha Burton  
*SREB Scholar*  
Microbiology  
Indiana University Bloomington  
burtonai@indiana.edu

Sandra Bustamante-Lopez  
*Sloan Scholar*  
Biomedical Engineering  
Texas A&M University  
sandracbi@gmail.com

Barbra Butler  
*SREB Scholar*  
University of Tennessee, Knoxville  
b butler7@utk.edu

Gary Byerly  
*Guest*  
Geological Sciences  
Louisiana State University and Agricultural & Mechanical College  
glbyer@lsu.edu

Thomas Bynum  
*Recruiter*  
History  
Middle Tennessee State University  
thomas.bynum@mtsu.edu

Laura Byrnes-Blanco  
*Sloan Scholar*  
Mechanical Engineering  
University of South Florida  
lblanco3@mail.usf.edu

Coral Cabrera Montalvo  
*AGEP Scholar*  
Physiology and Biophysics  
University of Colorado at Boulder  
coral.cabrera montalvo@colorado.edu

Luisa Cabrera-Maynez  
*NASA Scholar*  
Mechanical Engineering  
University of Texas, El Paso  
lacabrera@miners.utep.edu

Jorge Calabria  
*Sloan Scholar*  
Civil/Environmental Engineering  
University of South Florida  
jcalabr@mail.usf.edu
Brian Calderon  
*Sloan Scholar*  
Electrical Engineering  
Cornell University  
brc65@cornell.edu

Desmond Campbell  
*SREB Senior Scholar*  
Physics  
Vanderbilt University  
desmond.campbell@vanderbilt.edu

Damon Cardenas  
*Sloan Scholar*  
Biomedical Engineering  
University of Texas at San Antonio  
jkj142@my.utsa.edu

Jacqueline Caldwell  
*Recruiter*  
Education  
University of Tulsa  
jacqueline-caldwell@utulsa.edu

Lanita Campbell  
*SREB Scholar*  
Ethnic, Cultural Minority, and Gender Studies  
Indiana University Bloomington  
lc20@indiana.edu

Cindy Carlson  
*Recruiter*  
Literature  
University of the District of Columbia  
carlsonc@msudenver.edu

Anne Calof  
*Recruiter*  
Genetics  
University of California, Irvine  
alcalof@uci.edu

Francisco Candido  
*Sloan Scholar*  
Aerospace Engineering  
Cornell University  
fvc7@cornell.edu

Marc Carmichael  
*Bridges Scholar*  
Stanford University  
Marccarm@stanford.edu

Alejandra Camacho  
*AGEP Scholar*  
Neuroscience  
Texas A&M University  
acamacho@bio.tamu.edu

Frederick Cannon  
*Sloan Faculty*  
Civil/Environmental Engineering  
Pennsylvania State University  
fsc1@psu.edu

Millicent Carmouche  
*SREB Senior Scholar*  
Special Education and Teaching  
Georgia State University  
carmouche77@gmail.com

Cezanne Camacho  
*AGEP Scholar*  
Electrical Engineering  
Stanford University  
cezannec@stanford.edu

Mercedes Cannon  
*SREB Scholar*  
Education  
Indiana University-Purdue University - Indianapolis  
mecannon@iupui.edu

Marvin Carr  
*Gates Millennium Scholar*  
Electrical Engineering  
Morgan State University  
carr.marvin@gmail.com

Liz Cambron  
*SREB Scholar*  
Biological Sciences  
North Dakota State University  
liz.cambron@ndsu.edu

Colin Cannonier  
*Recruiter*  
Belmont University  
colin.cannonier@belmont.edu

Carmen Carrion  
*SREB Scholar*  
Educational Psychology  
Georgia State University  
ccarrion1@student.gsu.edu
Kathleen Carroll  
*Recruiter*  
University of Maryland, Baltimore County  
autumn2@umbc.edu

Keren Cebero Perez  
*AGEP Scholar*  
Environmental Science  
North Carolina State University  
kereccepero@gmail.com

Julia Chan  
*Faculty Mentor*  
Chemistry  
University of Texas at Dallas  
juila.chan@utdallas.edu

Randolph Carter  
*Recruiter*  
University of Georgia  
lrcarter@uga.edu

Brian Ceresa  
*Faculty Mentor*  
Pharmaceutical Sciences  
University of Louisville  
Brian.Ceresa@louisville.edu

Joseph Chaney  
*AGEP Scholar*  
Biochemistry  
Purdue University  
jchaney@purdue.edu

Seaborn Carter  
*Sloan Scholar*  
Industrial Engineering  
Texas A&M University  
sbcarter@tamu.edu

Efrain Cermeno Blondet  
*Sloan Scholar*  
Biomedical Engineering  
Georgia Institute of Technology  
ecermeno@gatech.edu

Ann Charles  
*AGEP Scholar*  
Microbiology  
Rutgers  
alc239@scarletmail.rutgers.edu

Wendy Carter-Veale  
*Presenter*  
Sociology  
drwncarter@yahoo.com

Moises Castillo  
*NASA Scholar*  
Physics  
University of Texas at Brownsville and Texas Southmost College  
moises.castillo36@utb.edu

Ryan Chabarria  
*AGEP Scholar*  
Zoology/Animal Biology  
Texas A&M University - Corpus Christi  
ryan.chabarria@tamucc.edu

Maima Chea  
*SREB Scholar*  
Secondary Education and Teaching  
Georgia State University  
maimachea@gmail.com

Carlos Castillo-Chavez  
*Sloan Director*  
Arizona State University  
cchavez@asu.edu

Dinorah Chacin  
*Sloan Scholar*  
Oceanography  
University of South Florida  
dchacin@mail.usf.edu

Tina Cheuk  
*AGEP Scholar*  
Urban Education and Leadership  
Stanford University  
tcheuk@stanford.edu

Moraime Castro-Faix  
*AGEP Scholar*  
Curriculum and Instruction  
Rutgers  
moraimac@rutgers.edu

Cynthia Chacon  
*Gates Millennium Scholar*  
Health/Public/Community  
University of Texas, El Paso  
cchacon3@miners.utep.edu

Yan Cheung  
*Faculty Mentor*  
Chemistry  
Indiana University Bloomington  
yancheu@indiana.edu
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Program Graduate</th>
<th>Affiliation</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ervin China</td>
<td>SREB Scholar</td>
<td>Secondary Education and Teaching</td>
<td><a href="mailto:ervin.j.china@gmail.com">ervin.j.china@gmail.com</a></td>
</tr>
<tr>
<td>Tolecia Clark</td>
<td>SREB Program Graduate</td>
<td>Chemistry</td>
<td><a href="mailto:toleciaclark@gmail.com">toleciaclark@gmail.com</a></td>
</tr>
<tr>
<td>Cindy Coker</td>
<td>Gates Millennium Scholar</td>
<td>Educational Leadership and Administration</td>
<td>Lamar University</td>
</tr>
<tr>
<td>Lisa Chinn</td>
<td>SREB Scholar</td>
<td>Cognitive Science</td>
<td><a href="mailto:lchinn@tulane.edu">lchinn@tulane.edu</a></td>
</tr>
<tr>
<td>Angela Claxton-Freeman</td>
<td>Recruiter</td>
<td>Educational Leadership and Administration</td>
<td>East Tennessee State University</td>
</tr>
<tr>
<td>Donald Cole</td>
<td>Guest</td>
<td>Analysis and Functional Analysis</td>
<td>University of Mississippi</td>
</tr>
<tr>
<td>Emerald Christopher</td>
<td>AGEP Scholar</td>
<td>University of Maryland, Baltimore County</td>
<td><a href="mailto:emerald1@umbc.edu">emerald1@umbc.edu</a></td>
</tr>
<tr>
<td>LaTonya Clay</td>
<td>SREB Program Graduate</td>
<td>Biological Sciences</td>
<td><a href="mailto:drlatonya@yahoo.com">drlatonya@yahoo.com</a></td>
</tr>
<tr>
<td>Holly Cole</td>
<td>SREB Scholar</td>
<td>Psychology</td>
<td>University of Arkansas, Fayetteville</td>
</tr>
<tr>
<td>Christina Chu</td>
<td>NASA Scholar</td>
<td>Physics</td>
<td><a href="mailto:seimanchu@gmail.com">seimanchu@gmail.com</a></td>
</tr>
<tr>
<td>Karen Clinton Jones</td>
<td>Recruiter</td>
<td>Educational Leadership and Administration</td>
<td>SUNY College at Buffalo</td>
</tr>
<tr>
<td>Michelle Cole</td>
<td>Recruiter</td>
<td>Forestry</td>
<td>Auburn University</td>
</tr>
<tr>
<td>Jelisa Clark</td>
<td>SREB Scholar</td>
<td>Sociology</td>
<td><a href="mailto:jsclar05@louisville.edu">jsclar05@louisville.edu</a></td>
</tr>
<tr>
<td>John Cocco</td>
<td>SREB Scholar</td>
<td>Indiana University-Purdue University - Indianapolis</td>
<td><a href="mailto:jpcocco@iupui.edu">jpcocco@iupui.edu</a></td>
</tr>
<tr>
<td>Anthony Colella</td>
<td>Presenter</td>
<td>Educational Leadership and Administration</td>
<td>Seton Hall University</td>
</tr>
<tr>
<td>Ryan Clark</td>
<td>SREB Scholar</td>
<td>Biomedical Sciences</td>
<td><a href="mailto:rclark09@email.mmc.edu">rclark09@email.mmc.edu</a></td>
</tr>
<tr>
<td>Emmie Cochran-Jackson</td>
<td>SREB Program Graduate</td>
<td>Sociology</td>
<td><a href="mailto:c_emmie@bellsouth.net">c_emmie@bellsouth.net</a></td>
</tr>
<tr>
<td>Ailton Coleman</td>
<td>New England Scholar</td>
<td>Health/Public/Community</td>
<td><a href="mailto:ailton.cooley@uconn.edu">ailton.cooley@uconn.edu</a></td>
</tr>
<tr>
<td>Name</td>
<td>Title</td>
<td>Industry</td>
<td>University</td>
</tr>
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</tr>
<tr>
<td>Janelle Coleman</td>
<td>SREB Program Graduate</td>
<td>Languages</td>
<td>University of Tennessee, Knoxville</td>
</tr>
<tr>
<td>Ricardo Colón-Rivera</td>
<td>Sloan Graduates</td>
<td>Environmental Science, Ecology</td>
<td>Texas A&amp;M University</td>
</tr>
<tr>
<td>Chassidy Cooper</td>
<td>SREB Scholar</td>
<td>Educational Leadership and Administration</td>
<td>University of Central Arkansas</td>
</tr>
<tr>
<td>LaToya Coleman</td>
<td>SREB Program Graduate</td>
<td></td>
<td>Michigan State University</td>
</tr>
<tr>
<td>Valerie Conley</td>
<td>Faculty Mentor</td>
<td></td>
<td>Ohio University</td>
</tr>
<tr>
<td>Kari Copeland</td>
<td>SREB Program Graduate</td>
<td></td>
<td>Jackson State University</td>
</tr>
<tr>
<td>Sulamunn Coleman</td>
<td>Sloan Scholar</td>
<td>Health Psychology</td>
<td>Pennsylvania State University</td>
</tr>
<tr>
<td>Austin Connor</td>
<td>SREB Scholar</td>
<td>Civil/Environmental Engineering</td>
<td>University of Louisville</td>
</tr>
<tr>
<td>Kari Copeland</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Freda Coleman-Reed</td>
<td>SREB Senior Scholar</td>
<td>Social Work</td>
<td>University of Alabama</td>
</tr>
<tr>
<td>Austin Connor</td>
<td>SREB Scholar</td>
<td>Sociology</td>
<td>Purdue University</td>
</tr>
<tr>
<td>Michelle Cook</td>
<td>Presenter</td>
<td></td>
<td>University of South Florida</td>
</tr>
<tr>
<td>Ubaldo Cordova-Figueroa</td>
<td>Sloan Faculty</td>
<td>Chemical Engineering</td>
<td>University of Puerto Rico, Mayaguez</td>
</tr>
<tr>
<td>Joya Cooley</td>
<td>Sloan Scholar</td>
<td>Chemistry</td>
<td>University of California, Davis</td>
</tr>
<tr>
<td>Pablo Cornejo</td>
<td>Sloan Scholar</td>
<td>Civil/Environmental Engineering</td>
<td>University of Puerto Rico, Mayaguez</td>
</tr>
<tr>
<td>Brian Cooper</td>
<td>Sloan Scholar</td>
<td>Physics</td>
<td>Pennsylvania State University</td>
</tr>
<tr>
<td>Thais Council</td>
<td>SREB Scholar</td>
<td>Secondary Education and Teaching</td>
<td>Georgia State University</td>
</tr>
</tbody>
</table>
Igdalia Covarrubias
Gates Millennium Scholar
English
California State University - Stanislaus
igdalia_covarrubias@yahoo.com

Daniel Crockett
Guest
Student Counseling and Personnel Services
Marshall University
crockett@hepc.wvnet.edu

Daniel Curley
SREB Program Graduate
Jackson State University
dcurley1978@msn.com

Patricia Cowan
Faculty Mentor
Nursing
University of Tennessee, Knoxville
pcowan@uthsc.edu

Lamarra Currie
SREB Scholar
Counseling Psychology
Ball State University
lmcurrie@bsu.edu

Latonia Craig
Recruiter
University of Louisville
latonia.craig@louisville.edu

Krystal Cruz
Gates Millennium Scholar
Health/Public/Community
University of South Carolina, Columbia
cruz.kmm@gmail.com

Lynn Curry
McNair Director
Educational Leadership and Administration
Central Michigan University
lynn.curry@cmich.edu

Fashaad Crawford
Compact Staff
Educational Leadership and Administration
Kent State University
fcrawfo1@kent.edu

Maytee Cruz Aponte
Sloan Graduates
Applied Mathematics
Arizona State University
maytee.cruz@upr.edu

Taeyjuana Curry
AGEP Scholar
Physics
University of Maryland, Baltimore County
tycurry@umbc.edu

Gladys Crespo Ramos
FASEB Scholars
Clinical Psychology
Ponce School of Medicine
gcrespo@stu.psm.edu

Michael Curtis
McNair Scholar
Psychology
University of Nevada, Las Vegas
curtism9393@gmail.com

Angela Crist
SREB Scholar
Cellular Biology
Tulane University
acrist@tulane.edu

Joseanne Cudjoe
AGEP Scholar
Communications
Rutgers
Joseannescudjoe@gmail.com

Fatuma Dahir
Recruiter
Georgia State University
fatumadahir@gsu.edu
Kirnel Daniel  
*SREB Scholar*  
Student Counseling and Personnel Services  
Georgia State University  
kdaniel20@student.gsu.edu

Dorian Davis  
*Sloan Scholar*  
Industrial Engineering  
North Carolina A&T State University  
dorandavis@hotmail.com

Kimberlye Dean  
*SREB Scholar*  
Clinical Psychology  
Louisiana State University and Agricultural & Mechanical College  
deankimberly@gmail.com

Caryn Darwin  
*SREB Scholar*  
Developmental and Child Psychology  
Tennessee State University  
dcaryn3@aol.com

Teaniese Davis  
*SREB Program Graduate*  
Morehouse College  
teaniiese@gmail.com

Bre-Onna DeLaine  
*AGEP Scholar*  
Microbiology  
University of Maryland, Baltimore  
bre.delaine@gmail.com

April Davenport  
*SREB Senior Scholar*  
English  
University of Alabama  
asdavenport@me.com

Tracy Davis  
*SREB Program Graduate*  
Gerontology  
Rutgers  
tracy.e.davis@shrp.rutgers.edu

Alfonso Delaney  
*McNair Scholar*  
Health/Public/Community  
University of Maryland, Baltimore County  
alde11@umbc.edu

Beshaun Davis  
*SREB Scholar*  
Clinical Psychology  
Indiana University-Purdue University - Indianapolis  
davisbes@iupui.edu

Beth Day  
*Compact Staff*  
Abraham Baldwin Agricultural College  
Beth.Day@sreb.org

Patrice Deleon  
*Recruiter*  
Health/Public/Community  
University of Cincinnati  
deleonpd@mail.uc.edu

Brandon Davis  
*Sloan Scholar*  
Physics  
University of Michigan, Ann Arbor  
brandjov@umich.edu

Gerardo De La Torre  
*Sloan Scholar*  
Aerospace Engineering  
Georgia Institute of Technology  
gdelato2@gmail.com

Armando Delgado  
*NASA Scholar*  
Mechanical Engineering  
University of Texas, El Paso  
adelgado12@miners.utep.edu

Brittany Davis  
*Gates Millennium Scholar*  
Spelman College  
bdavis50@scmail.spelman.edu

Thales De Nardo  
*SREB Scholar*  
University of Louisiana at Lafayette  
denardt@gmail.com

Shahara'Tova Dente  
*SREB Senior Scholar*  
English  
University of Alabama  
svdente@crimson.ua.edu
Karen DePauw  
_Presenter_  
Virginia Polytechnic Institute and State University  
kpdepaup@vt.edu

Andrea DePetris  
_New England Scholar_  
Clinical Psychology  
University of Connecticut  
andrea.depetris@uconn.edu

Mehabaw Derebe  
_Bridges Scholar_  
Biomedical Sciences  
University of Texas Southwestern Medical Center at Dallas  
mehabaw.derebe@utsouthwestern.edu

Anna Desai  
_Bridges Scholar_  
Biochemistry  
University of California, Berkeley  
amdesai@berkeley.edu

Malcom Devoe  
_SREB Scholar_  
Computational Mathematics  
Georgia State University  
mdevoe1@gsu.edu

Jovette Dew  
_Recruiter_  
Oklahoma State University  
jovette.dew@okstate.edu

Daysi Diaz  
_NASA Scholar_  
Chemistry  
University of Puerto Rico, Rio Piedras  
daysidiaz19@gmail.com

Pacia Diaz  
_Sloan Scholar_  
Civil/Environmental Engineering  
University of South Florida  
phernan2@mail.usf.edu

Myriam Diaz Martinez  
_SREB Scholar_  
Biomedical Engineering  
Vanderbilt University  
myriam.diaz-martinez@vanderbilt.edu

Assefa Dibaba  
_SREB Scholar_  
Indiana University Bloomington  
atdibaba@indiana.edu

Gail Dickenson  
_Recruiter_  
Curriculum and Instruction  
Old Dominion University  
gdickins@odu.edu

Patrice Dickerson  
_Recruiter_  
Sociology  
Ohio State University  
dickerson.144@osu.edu

Edward Dillon  
_SREB Program Graduate_  
University of Florida  
edcillonjr@gmail.com

Kathy Dixon  
_AGEF Faculty_  
Purdue University  
ksears@purdue.edu

LaDonna Dixon  
_SREB Scholar_  
Georgia State University  
lmcinnisdixon1@student.gsu.edu

John Dobrian  
_Recruiter_  
Music  
University of California, Irvine  
dobrian@uci.edu

Ty Dooley  
_SREB Program Graduate_  
Public Policy  
University of Arkansas, Fayetteville  
tdoool3@uis.edu

Kednerlin Dornevil  
_SREB Scholar_  
Biochemistry  
Georgia State University  
kdornevil@gmail.com

Joshua Dorsey  
_SREB Scholar_  
Business Marketing  
West Virginia University  
jddorsey@mix.wvu.edu

Christopher Doss  
_Sloan Director_  
Engineering  
North Carolina A&T State University  
cdoss@ncat.edu
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Institution</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenna Duckworth</td>
<td>Recruiter</td>
<td>Clemson University</td>
<td><a href="mailto:kduckwo@clemson.edu">kduckwo@clemson.edu</a></td>
</tr>
<tr>
<td>Natalie Duke</td>
<td>LSAMP Scholars</td>
<td>Biology</td>
<td><a href="mailto:nduke521@uga.edu">nduke521@uga.edu</a></td>
</tr>
<tr>
<td>Charles (Chuck) Dziuban</td>
<td>Presenter</td>
<td>University of Central Florida</td>
<td><a href="mailto:charles.dziuban@ucf.edu">charles.dziuban@ucf.edu</a></td>
</tr>
<tr>
<td>Donna Edwards</td>
<td>SREB Scholar</td>
<td>Biological Sciences</td>
<td><a href="mailto:dewards@tulane.edu">dewards@tulane.edu</a></td>
</tr>
<tr>
<td>Emmanuel Ekwueme</td>
<td>AGEP Scholar</td>
<td>Rutgers</td>
<td><a href="mailto:eekwueme@rutgers.edu">eekwueme@rutgers.edu</a></td>
</tr>
<tr>
<td>Deborah Elder</td>
<td>Sloan Director</td>
<td>Pharmaceutical Sciences</td>
<td><a href="mailto:distrong@uga.edu">distrong@uga.edu</a></td>
</tr>
<tr>
<td>Denise Ellis</td>
<td>Guest</td>
<td></td>
<td><a href="mailto:sloanphds@nacme.org">sloanphds@nacme.org</a></td>
</tr>
<tr>
<td>Evelyn Ellis</td>
<td>Recruiter</td>
<td>Curriculum and Instruction</td>
<td><a href="mailto:evelyn.ellis@wku.edu">evelyn.ellis@wku.edu</a></td>
</tr>
<tr>
<td>Diana Elrod</td>
<td>McNair Director</td>
<td>Molecular Biology</td>
<td><a href="mailto:diana.elrod@unt.edu">diana.elrod@unt.edu</a></td>
</tr>
<tr>
<td>Felicia Emery</td>
<td>SREB Scholar</td>
<td>Microbiology</td>
<td><a href="mailto:femery@uthsc.edu">femery@uthsc.edu</a></td>
</tr>
<tr>
<td>Evelyn Erenrich</td>
<td>Presenter</td>
<td>Rutgers</td>
<td><a href="mailto:erenrich@rutgers.edu">erenrich@rutgers.edu</a></td>
</tr>
<tr>
<td>Archie Ervin</td>
<td>Presenter</td>
<td>Georgia Institute of Technology</td>
<td><a href="mailto:aervin@gatech.edu">aervin@gatech.edu</a></td>
</tr>
<tr>
<td>Elvia Espinozo</td>
<td>Gates Millennium Scholar</td>
<td>English</td>
<td><a href="mailto:elvia.espinoza@pomona.edu">elvia.espinoza@pomona.edu</a></td>
</tr>
<tr>
<td>Eduardo Estevis</td>
<td>SREB Scholar</td>
<td>Clinical Psychology</td>
<td><a href="mailto:eduardo-estevis@utulsa.edu">eduardo-estevis@utulsa.edu</a></td>
</tr>
<tr>
<td>David Etim</td>
<td>New England Scholar</td>
<td>Computer Science</td>
<td><a href="mailto:david.etim@uconn.edu">david.etim@uconn.edu</a></td>
</tr>
<tr>
<td>John Eunson</td>
<td>NASA Scholar</td>
<td>Microbiology</td>
<td><a href="mailto:eunson.cber@gmail.com">eunson.cber@gmail.com</a></td>
</tr>
<tr>
<td>Pinkie Evans</td>
<td>SREB Scholar</td>
<td>Social Work</td>
<td><a href="mailto:pievans@iupui.edu">pievans@iupui.edu</a></td>
</tr>
<tr>
<td>Kory Evans-Jackson</td>
<td>SREB Scholar</td>
<td>Zoology/Animal Biology</td>
<td><a href="mailto:kxe9300@louisiana.edu">kxe9300@louisiana.edu</a></td>
</tr>
<tr>
<td>Kristen Ezeude</td>
<td>LSAMP Scholars</td>
<td>Biology</td>
<td><a href="mailto:kezeude@scmail.spelman.edu">kezeude@scmail.spelman.edu</a></td>
</tr>
</tbody>
</table>
Frankie Felder  
**Sloan Scholar**  
Recruiter  
Frankie@clemson.edu

Joseph Fernandez  
**Sloan Scholar**  
Chemical Engineering  
University of South Florida  
jfernandez@mail.usf.edu

Ramon Emilio Fernandez  
**AGEP Scholar**  
SUNY at Stony Brook  
emilio.fernandez@stonybrook.edu

Beverly Fields  
**McNair Director**  
Bloomfield College  
Beverly_Fields@bloomfield.edu

Cherese Fine  
**Recruiter**  
Educational Leadership and Administration  
Clemson University  
cfine@clemson.edu

Tonya Fitch  
**Recruiter**  
A. T. Still University of Health Sciences  
tfitch@atsu.edu

M. Fitzgerald  
**Faculty Mentor**  
Business Marketing  
West Virginia University  
paula.fitzgerald@mail.wvu.edu

Blair Fleet  
**Sloan Scholar**  
Electrical Engineering  
Michigan State University  
blair.d.fleet@gmail.com

Damarius Fleming  
**AGEP Scholar**  
Genetics  
Iowa State University  
dfleming@iastate.edu

Tianna Floyd  
**SREB Scholar**  
Education  
Georgia State University  
tfloyd6@student.gsu.edu

Maurice Fluitt  
**AGEP Scholar**  
Genetics  
Howard University  
maurice.fluitt@bison.howard.edu

Chantias Ford  
**Gates Millennium Scholar**  
Urban Education and Leadership  
Vanderbilt University  
chantiasf@gmail.com

Ericka Ford  
**SREB Program Graduate**  
Materials Science Engineering  
North Carolina State University  
erickanj@hotmail.com
Margo Foreman
Recuriter
Health/Public/Community
Indiana University-Purdue
University - Indianapolis
mrforema@iupui.edu

Stephanie Fortune-Taylor
SREB Scholar
Economics
Tulane University
sfortune@tulane.edu

Howard Foster
Faculty Mentor
Anthropology
University of Tulsa
thomas-foster@utulsa.edu

Shanelle Foster
Sloan Graduates
Electrical Engineering
Michigan State University
hogansha@egr.msu.edu

Victoria Foster
Faculty Mentor
Student Counseling and Personnel Services
College of William and Mary
vafost@wm.edu

Elena Foulis
SREB Program Graduate
Ohio State University
cuevaelena@hotmail.com

Viviane Foyou
SREB Program Graduate
University of Texas, El Paso
estelgrat@yahoo.com

Jose Franco
Sloan Scholar
Biological Sciences
Texas A&M University
franco@tamu.edu

Marisa Franco
AGEP Scholar
Counseling Psychology
University of North Texas
MarisheaFrazier@my.unt.edu

Araceli Frias
McNair Director
Westminster College
afrias@westminstercollege.edu

Mariel Friberg
NASA Scholar
Civil/Environmental Engineering
Georgia Institute of Technology
gte170u@gatech.edu

David Fryson
Recuriter
Educational Leadership and Administration
West Virginia University
kdepps@mail.wvu.edu

Natividad Fuentes
AGEP Scholar
Cellular Biology
Texas A&M University
nfuentes2@tamu.edu

Jean Fuller-Stanley
Presenter
Organic Chemistry
University of Nebraska, Lincoln
FULLERSTANLEY@wpu.edu

Kristi Fultz-Butts
SREB Scholar
Educational Psychology
University of Georgia
KristiFB@comcast.net

Jessica Gadsden-Gray
SREB Senior Scholar
jgadsden03@email.mmc.edu

Joyonna Gamble-George
SREB Scholar
Neuroscience
Vanderbilt University
joyonna.c.gamble-george@Vanderbilt.edu
Bradley Ganoe  
*McNair Scholar*  
Chemical Engineering  
University of Florida  
bganoe92@ufl.edu

Betsegaw Gebrehiwot  
*Sloan Scholar*  
Mechanical Engineering  
University of Texas at Arlington  
betsegaw.gebrehiwot@mavs.uta.edu

Natalie Gibson  
*Recruiter*  
natalie.gibson@kctcs.edu

Josephine Garban  
*Sloan Scholar*  
Biological Sciences  
Pennsylvania State University  
jag557@psu.edu

Carolyn Gentle-Genitty  
*Presenter*  
Social Work  
Indiana University-Purdue University - Indianapolis  
cgentleg@iupui.edu

Carnisha Gilder  
*New England Scholar*  
Preventative Medicine  
University of Connecticut  
carnisha.gilder@uconn.edu

Justin Garcia  
*Sloan Scholar*  
Biomedical Engineering  
University of Texas at San Antonio  
justinreynegarcia@gmail.com

Adrienne George  
*Sloan Scholar*  
Oceanography  
University of South Florida  
adrienneg@mail.usf.edu

Tamara Gilkes  
*AGEP Scholar*  
Education  
Stanford University  
tgilkes@stanford.edu

Stephen Garrett  
*Sloan Director*  
Biomedical Sciences  
University of Medicine and Dentistry of New Jersey  
garretst@njms.rutgers.edu

Jordon Gilmore  
*SREB Senior Scholar*  
Biomedical Engineering  
Clemson University  
jagilmo@clemson.edu

Brittany Garvin  
*SREB Senior Scholar*  
Multicultural Education  
University of South Carolina, Columbia  
garvinb@email.sc.edu

Eric Gibbs  
*Sloan Scholar*  
Chemistry  
Pennsylvania State University  
ebg118@psu.edu

Brittany Givens  
*Sloan Scholar*  
Chemical Engineering  
University of Iowa  
brittany-givens-1@uiowa.edu

Javier Garza  
*Sloan Scholar*  
Biomedical Engineering  
Texas A&M University  
javier_garza10@hotmail.com

Tracey Gholston  
*SREB Scholar*  
English  
University of Alabama  
tmgolston@crimson.ua.edu

Beth Glazier-McDonald  
*Recruiter*  
Religion  
Centre College  
beth.glazier@centre.edu

John Gibson  
*LSAMP Scholars*  
Electrical Engineering  
Florida International University  
jgibs023@fiu.edu

Wandalyn Glover  
*Recruiter*  
wfglov@wm.edu
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Field</th>
<th>Institution</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murrell Godfrey</td>
<td>SREB Program Graduate</td>
<td>Chemistry</td>
<td>University of Mississippi</td>
<td><a href="mailto:mgodfrey@olemiss.edu">mgodfrey@olemiss.edu</a></td>
</tr>
<tr>
<td>Monique Golden</td>
<td>New England Scholar</td>
<td>Educational Leadership and</td>
<td>University of Connecticut</td>
<td><a href="mailto:monique.golden@uconn.edu">monique.golden@uconn.edu</a></td>
</tr>
<tr>
<td>Trena Gologan</td>
<td>Recruiter</td>
<td></td>
<td></td>
<td><a href="mailto:trenago@pcom.edu">trenago@pcom.edu</a></td>
</tr>
<tr>
<td>Dannette Gomez Beane</td>
<td>Presenter</td>
<td></td>
<td>Virginia Polytechnic Institute and</td>
<td><a href="mailto:gomezds@vt.edu">gomezds@vt.edu</a></td>
</tr>
<tr>
<td>Lizzette Gomez Ramos</td>
<td>Sloan Scholar</td>
<td>Chemical Engineering</td>
<td>Georgia Institute of Technology</td>
<td><a href="mailto:lizzette.gomez@gatech.edu">lizzette.gomez@gatech.edu</a></td>
</tr>
<tr>
<td>Pedro Gonsales</td>
<td>Sloan Graduates</td>
<td></td>
<td>Catholic University of America</td>
<td><a href="mailto:86gonzales@cardinalmail.cua.edu">86gonzales@cardinalmail.cua.edu</a></td>
</tr>
<tr>
<td>Daniela Gonzales</td>
<td>Sloan Scholar</td>
<td>Industrial Engineering</td>
<td>Texas A&amp;M University</td>
<td><a href="mailto:danielasophiaonzales@gmail.com">danielasophiaonzales@gmail.com</a></td>
</tr>
<tr>
<td>Belisa Gonzalez</td>
<td>Recruiter</td>
<td></td>
<td></td>
<td><a href="mailto:bgonzalez@ithaca.edu">bgonzalez@ithaca.edu</a></td>
</tr>
<tr>
<td>Gabriela Gonzalez</td>
<td>Gates Millennium Scholar</td>
<td>Education</td>
<td>University of Southern California</td>
<td><a href="mailto:gonzalita2@gmail.com">gonzalita2@gmail.com</a></td>
</tr>
<tr>
<td>Mary Gonzalez</td>
<td>McNair Director</td>
<td>Educational Leadership and</td>
<td>Texas A&amp;M University - Kingsville</td>
<td><a href="mailto:mary.gonzalez@tamuk.edu">mary.gonzalez@tamuk.edu</a></td>
</tr>
<tr>
<td>Miguel Gonzalez</td>
<td>Sloan Scholar</td>
<td>Chemistry</td>
<td>University of Puerto Rico, Mayaguez</td>
<td><a href="mailto:miguel.gonzalez@upr.edu">miguel.gonzalez@upr.edu</a></td>
</tr>
<tr>
<td>Aaron Goodson</td>
<td>SREB Scholar</td>
<td>Psychology</td>
<td>West Virginia University</td>
<td><a href="mailto:atgoodson@mix.wvu.edu">atgoodson@mix.wvu.edu</a></td>
</tr>
<tr>
<td>Charity Gordon</td>
<td>SREB Scholar</td>
<td>Secondary Education and Teaching</td>
<td>Georgia State University</td>
<td><a href="mailto:cgordon21@student.gsu.edu">cgordon21@student.gsu.edu</a></td>
</tr>
<tr>
<td>Arlene Gordon-Hollingsworth</td>
<td>SREB Senior Scholar</td>
<td>Clinical Psychology</td>
<td>Baylor College of Medicine</td>
<td><a href="mailto:arlene.t.gordon@gmail.com">arlene.t.gordon@gmail.com</a></td>
</tr>
<tr>
<td>Kinnis Gosha</td>
<td>SREB Program Graduate</td>
<td>Computer Science</td>
<td>Clemson University</td>
<td><a href="mailto:kinnisgosha@yahoo.com">kinnisgosha@yahoo.com</a></td>
</tr>
<tr>
<td>Line Valerie Goss</td>
<td>SREB Senior Scholar</td>
<td>Economics</td>
<td>University of New Orleans</td>
<td><a href="mailto:linegoss@yahoo.com">linegoss@yahoo.com</a></td>
</tr>
<tr>
<td>Michael Grady</td>
<td>Sloan Scholar</td>
<td>Electrical Engineering</td>
<td>University of South Florida</td>
<td><a href="mailto:gradym@mail.usf.edu">gradym@mail.usf.edu</a></td>
</tr>
<tr>
<td>Olivia Graeve</td>
<td>Presenter</td>
<td>Materials Science Engineering</td>
<td>University of California, San Diego</td>
<td><a href="mailto:ograeve@ucsd.edu">ograeve@ucsd.edu</a></td>
</tr>
<tr>
<td>Carrie Graham, MA ATC</td>
<td>New England Scholar</td>
<td>Educational Leadership and</td>
<td>University of Connecticut</td>
<td><a href="mailto:cograham@catawba.edu">cograham@catawba.edu</a></td>
</tr>
</tbody>
</table>
Rowena Grainger  
*New England Faculty*
University of Connecticut  
rowena.grainger@unconn.edu

Ariel Grant  
*Gates Millennium Staff*
University of Oklahoma  
ariel.grant@gmsp.org

Alexandria Graves  
*SREB Program Graduate*
Soil Sciences  
North Carolina State University  
akgraves@ncsu.edu

Jacob Greenberg  
*AGEP Scholar*
Chemistry  
University of Colorado at Boulder  
jacob.greenberg@colorado.edu

Jennifaye Greene  
*SREB Program Graduate*
Kinesiology and Exercise Science  
University of South Carolina, Columbia  
jennifaye@bellsouth.net

Kendra Greenlee  
*Faculty Mentor*
North Dakota State University  
kendra.greenlee@ndsu.edu

Sheila Gregory  
*Presenter*
Urban Education and Leadership  
Clark Atlanta University  
drsgregory@aol.com

Le Datta Grimes  
*SREB Scholar*
History  
University of Kentucky  
words2liveby@msn.com

Timothy Grotjohn  
*Sloan Director*
Electrical Engineering  
Michigan State University  
grotjohn@egr.msu.edu

Michelle Guinn  
*Recruiter*
Belmont University  
michelle.guinn@belmont.edu

Kent Guion  
*Presenter*
Georgia Health Sciences University  
wguion@gru.edu

Khadiatou Guiro  
*Sloan Scholar*
Biomedical Engineering  
University of Medicine and Dentistry of New Jersey  
kg35@njit.edu

Abba Gumel  
*Sloan Director*
Arizona State University  
agumel@asu.edu

Mario Gutierrez  
*McNair Scholar*
Mathematics  
Hunter College  
gutierrez.m101587@gmail.com

Natasha Gutierrez  
*Bridges Scholar*
Cellular Biology  
Yale University  
Natasha.gutierrez@yale.edu

Amaris Guzmán  
*SREB Scholar*
Educational Leadership and Administration  
Louisiana State University and Agricultural & Mechanical College  
aguzma9@tigers.lsu.edu

Daniel Guzman-Ramos  
*Gates Millennium Scholar*
Civil/Environmental Engineering  
University of South Florida  
guzmanramos@mail.usf.edu

Janet Haggerty  
*Guest*
University of Tulsa  
janet-haggerty@utulsa.edu

Mel Hainey  
*Sloan Scholar*
Materials Science Engineering  
Pennsylvania State University  
mfh5099@psu.edu
Steve Halaby  
*Sloan Scholar*  
Molecular Biology  
Cornell University  
slh278@cornell.edu

Hattie Hammonds  
*SREB Scholar*  
Educational Leadership and Administration  
Clemson University  
hattieh@g.clemson.edu

Kelly Harris  
*SREB Senior Scholar*  
Biomedical Sciences  
Meharry Medical College  
kharris10@email.mmc.edu

Eboni Hall  
*Sloan Scholar*  
Environmental Science, Ecology  
Texas A&M University  
ebonihall05@yahoo.com

Muhammad Hamza  
*Gates Millennium Scholar*  
Cellular Biology  
Johns Hopkins University  
mhamza1@jhu.edu

Michael Harris  
*SREB Scholar*  
Curriculum and Instruction  
Marshall University - South Charleston Campus  
harris267@marshall.edu

Philip Hall  
*SREB Scholar*  
Computer Science  
Clemson University  
pjhall06@gmail.com

Takiyah Harper  
*New England Scholar*  
Political Science  
University of Connecticut  
takiyah.harper@uconn.edu

Milisha Hart  
*SREB Scholar*  
Mathematics  
University of Mississippi  
mhart@olemiss.edu

Marie Hamilton  
*Guest*  
Louisiana State University and Agricultural & Mechanical College  
mhamil3@lsu.edu

Diondra Harris  
*Bridges Scholar*  
Molecular Biology  
University of Texas, El Paso  
dcharris@miners.utep.edu

Vicky Hartwell  
*Recruiter*  
English  
University of Arkansas, Fayetteville  
hartwell@uark.edu

VaNae Hamilton  
*SREB Program Graduate*  
Biomedical Sciences  
Meharry Medical College  
vhamilton07@email.mmc.edu

Evan Harris  
*SREB Scholar*  
Social Work  
Indiana University-Purdue University - Indianapolis  
evmharri@iupui.edu

Kelley Hashemi  
*NASA Scholar*  
Aerospace Engineering  
University of Texas at Austin  
kehutch@utexas.edu

Maria Hamilton Abegunde  
*Guest*  
Indiana University Bloomington  
maehamil@iu.edu

Felicia Harris  
*Gates Millennium Scholar*  
Communications  
University of Georgia  
flharris@uga.edu

James Hassell  
*AGEP Scholar*  
Neuroscience  
University of Colorado at Boulder  
james.hassell@colorado.edu
William Haupricht
Presenter
william@facultydiversity.org

Kevin Hauser
AGEP Scholar
Chemistry
SUNY at Stony Brook
kevin.e.hauser@stonybrook.edu

Mera Hawkins
NASA Scholar
Mechanical Engineering
University of California, Berkeley
merahorne@berkeley.edu

Spencer Hawkins
NASA Scholar
Materials Science Engineering
Texas A&M University
acefool@tamu.edu

Comas Haynes
Sloan Director
Mechanical Engineering
Georgia Institute of Technology
comas.haynes@gtri.gatech.edu

Douglas Haynes
Recruiter
History
University of California, Irvine
advir@uci.edu

Laura Haynes
SREB Program Graduate
English
Louisiana State University and Agricultural & Mechanical College
laura.sams.haynes@gmail.com

Ray Haynes
SREB Program Graduate
Educational Leadership and Administration
University of Louisville
rkhaynes@indiana.edu

Cathy He
Gates Millennium Scholar
University of California, Los Angeles
i.am.cathy.he@gmail.com

CiAuna Heard
Guest
Sociology
Temple University
ciauna.heard@temple.edu

Wendy Heller
Recruiter
Clinical Psychology
w-heller@illinois.edu

Dwight Hennessy
Recruiter
Psychology
SUNY College at Buffalo
hennesda@buffalostate.edu

Donta Henson
AGEP Scholar
Information Systems/Technology
University of Maryland, Baltimore County
dhenson1@umbc.edu

Judy Her
Gates Millennium Scholar
Multicultural Education
University of Pennsylvania
judyher@gse.upenn.edu

Frances Heredia Negron
Sloan Scholar
Biochemistry
University of Puerto Rico, Mayaguez
frances.heredia@upr.edu

Demetria Hereford
McNair Director
University of Mississippi
dherefor@olemiss.edu

Alejandro Hernandez
SREB Scholar
Applied Mathematics
University of Tulsa
alejandro-hernandez@utulsa.edu

Jose Hernandez
Recruiter
Curriculum and Instruction
University of South Florida
jehernan@usf.edu
Julia Hernandez
**Recruiter**
Biological Sciences
Ohio State University
hernandez.16@osu.edu

Manuel Hernandez
**NASA Scholar**
Civil/Environmental Engineering
University of Texas, El Paso
mj hernandez2@miners.utep.edu

Rigoberto Hernandez
**Guest**
Chemistry
Georgia Institute of Technology
hernandez@gatech.edu

Sara Hernandez
**Sloan Director**
Cornell University
sh267@cornell.edu

James Herrera
**AGEP Scholar**
Environmental Science, Ecology
SUNY at Stony Brook
james.herrera@stonybrook.edu

Austin Hestadalen
**McNair Scholar**
Communications
St. Edward’s University
ahestda@stedwards.edu

Keyla Soto Hidalgo
**NASA Scholar**
Environmental Science
University of Puerto Rico, Rio Piedras
alyek31@yahoo.com

Cynthia Hill
**McNair Director**
Educational Leadership and Administration
University of Maryland, Baltimore County
chill@umbc.edu

Emorcia Hill
**Administrator**
Harvard University
Emorcia_Hill@hms.harvard.edu

James Hill
**Faculty Mentor**
Computer Science
Indiana University-Purdue University - Indianapolis
hijjh@iupui.edu

Jenna Hill
**SREB Scholar**
Biology
University of New Orleans
jdhill2@uno.edu

Vivia Hill-Silcott
**SREB Senior Scholar**
Student Counseling and Personnel Services
University of Georgia
vhsilcot@uga.edu

Matthew Hillyer
**SREB Scholar**
Organic Chemistry
Tulane University
mhillyer@tulane.edu

Wayne Hilson
**Recruiter**
Indiana University-Purdue University - Indianapolis
whilson@iupui.edu

Jermaine Hinds
**Sloan Scholar**
Environmental Science, Ecology
Pennsylvania State University
jxh557@psu.edu

Karen Hinds
**Presenter**
karen@workplacesuccess.com

Angela Hines
**SREB Program Graduate**
Public Policy
University of Arkansas, Fayetteville
angelahinesphd@gmail.com

Antentor Hinton
**FASEB Scholars**
Biomedical Sciences
Baylor College of Medicine
hinton@bcm.edu
Kimberly Hobbs
Bridges Scholar
Genetics
University of Alabama, Huntsville
khobbs80@gmail.com

Frances Holmes
Presenter
Ethnic, Cultural Minority, and Gender Studies
Fort Lewis College
fkholmes@fortlewis.edu

K Horton
SREB Program Graduate
University of Alabama
khorton@alumni.lsu.edu

Demetricia Hodges
SREB Senior Scholar
Educational Leadership and Administration
Georgia State University
dhodges3@student.gsu.edu

Ronald Holmes
Guest
Educational Leadership and Administration
rwhelomes18@gmail.com

Joyce Hospon-King
Sloan Faculty
Counseling Psychology
Pennsylvania State University
juh4@psu.edu

Kimberly Hogge
NASA Scholar
Mechanical Engineering
University of Texas, El Paso
k mhogge@miners.utep.edu

Darryl Hood
Faculty Mentor
Biomedical Sciences
East Tennessee State University
dhood@cph.osu.edu

Keya Howard
Sloan Scholar
Soil Sciences
Texas A&M University
khoward@tamu.edu

Alvin Holder
Recruiter
Inorganic Chemistry
Old Dominion University
aholder@odu.edu

Sula Hood
SREB Senior Scholar
Health/Public/Community
Indiana University-Purdue University - Indianapolis
sulamariehood@gmail.com

Marcia Howard
Compact Staff
Pharmaceutical Sciences
University of Louisiana at Monroe
MHOWARD@CHPA.ORG

Ericka Hollis
Guest
Educational Leadership and Administration
University of Kentucky
ericka.hollis@uky.edu

Cheryl Hopson
SREB Program Graduate
English
University of Kentucky
chopson1@gru.edu

Marcus Howard
Gates Millennium Scholar
Curriculum and Instruction
University of Nevada, Las Vegas
mhoward.unc@icloud.com

Charles Holloway
Recruiter
Business Management
Morehead State University
c.holloway@moreheadstate.edu

Rodney Hopson
Faculty Mentor
Education
George Mason University
rhopson@gmu.edu

Freeman Hrabowski
Presenter
University of Maryland, Baltimore County
Hrabowsk@umbc.edu

Julia Hubbel
Presenter
American University
jhubbel@wordfood.com
Irene Hulede
Guest
ihulede@asmusa.org

Andricus Hutcherson
SREB Scholar
Social Work
Indiana University-Purdue
University - Indianapolis
hutchera@iupui.edu

Mustafa Ibrahim
LSAMP Scholars
Physics
SUNY at Binghamton
mibrahi4@binghamton.edu

Kelechi Ikegwu
NASA Scholar
Information Systems/Technology
North Carolina A&T
State University
ikegwukc@gmail.com

Rena Ingram
SREB Scholar
Chemistry
Georgia Institute of Technology
rena.ingram@chemistry.gatech.edu

Shelia Ingram
SREB Program Graduate
Curriculum and Instruction
University of Alabama
smirfi1981@yahoo.com

Whitney Ingram
SREB Scholar
Physics
University of Georgia
wmi613@uga.edu

Ivelisse Irizarry
Presenter
Plant Biology
Rutgers
iveliz@gmail.com

Uriah Israel
Sloan Scholar
University of Michigan, Ann Arbor
ulisrael@umich.edu

Cesunica Ivey
Sloan Scholar
Georgia Institute of Technology
sunni.ivey@gmail.com

Alanna Jackson
AGEP Scholar
Political Science
Wayne State University
ay5198@wayne.edu

Angela Jackson
SREB Program Graduate
Counseling Psychology
Virginia Polytechnic Institute and
State University
reachdrjackson@gmail.com

Courtney Jackson
Gates Millennium Scholar
Anthropology
Oregon State University
jackson.courtneyj@gmail.com

Damond Jackson
SREB Scholar
Human Resources
Management/Personnel
Administration
University of Central Arkansas
damondjackson@gmail.com

Enrique Jackson
SREB Program Graduate
Materials Science Engineering
Vanderbilt University
enrique.m.jackson@gmail.com

Melvin Jackson
SREB Scholar
Educational Leadership and
Administration
Louisiana State University and
Agricultural & Mechanical College
mjack71@tigers.lsu.edu

Nicole Jackson
SREB Scholar
Pharmaceutical Science
University of Louisville
nmjack05@louisville.edu

Omari Jackson
Recruiter
Colby-Sawyer College
omari.jackson@colby-sawyer.edu
Walter Jackson  
*Sloan Scholar*  
Biological Sciences  
Pennsylvania State University  
wzj103@psu.edu

William Jackson  
*Sloan Director*  
Chemistry  
University of California, Davis  
wmjackson@udavis.edu

Walter Jacobs  
*Compact Staff*  
Educational Leadership and Administration  
Clark Atlanta University  
walt.jacob@sreb.org

Kimberly Jacobs-Beck  
*Recruiter*  
English  
University of Cincinnati  
kim.jacobs@uc.edu

Onimi Jademi  
*AGEP Scholar*  
Information Systems/Technology  
University of Maryland, Baltimore County  
jade5@umbc.edu

Sanaa Jaman  
*Sloan Scholar*  
Civil/Environmental Engineering  
University of Florida  
sanaajaman@gmail.com

Jamaal James  
*Sloan Scholar*  
Biomedical Sciences  
Pennsylvania State University  
jjj20@psu.edu

Jasmin James  
*McNair Scholar*  
Psychology  
Kent State University  
jjames32@kent.edu

Dina Jankowski  
*Recruiter*  
University of California, Irvine  
djankows@uci.edu

Fernan Jaramillo  
*Recruiter*  
Biology  
Carleton College  
fjaramil@carleton.edu

Scott Jaschik  
*Presenter*  
Psychometrics and Quantitative Psychology  
Indiana University Bloomington  
jefferbr@umail.iu.edu

Kharine Jean  
*LSAMP Scholars*  
Clinical Psychology  
University of Georgia  
kjean@uga.edu

Leolene Jean  
*Bridges Scholar*  
Cellular Biology  
Vanderbilt University  
leolene.jean@Vanderbilt.Edu

Latisha Jefferies  
*AGEP Scholar*  
Organic Chemistry  
Indiana University Bloomington  
ljefferi@umail.iu.edu

Heather Jeffers  
*SREB Scholar*  
Educational Psychology  
Ball State University  
hmjeffers@bsu.edu

Brett Jefferson  
*AGEP Scholar*  
Psychometrics and Quantitative Psychology  
Indiana University Bloomington  
jefferbr@umail.iu.edu

Melanie Jefferson  
*SREB Scholar*  
Biological Sciences  
Medical University of South Carolina  
sweatma@musc.edu
Miara Jeffress  
FASEB Scholars  
Physiology and Biophysics  
Howard University  
miarajeffress@yahoo.com

Jessica Jelf-Albert  
Gates Millennium Scholar  
Sociology  
Westmont College  
jelfalbert@westmont.edu

Ruben Jimenez  
Guest  
Ruben@FacultyDiversity.org

Brittney Jimerson  
Sloan Scholar  
North Carolina A&T State University  
bhjimerson@gmail.com

Jacqueline Joe  
SREB Scholar  
Student Counseling and Personnel Services  
College of William and Mary  
jrjoe13@yahoo.com

Jesse John  
AGEP Scholar  
Geological Sciences  
SUNY at Stony Brook  
Jesse.john@stonybrook.edu

Alanna Johnson  
SREB Senior Scholar  
Education  
Georgia State University  
ajohnson185@student.gsu.edu

Barbara Johnson  
Recruiter  
Kent State University  
bjohns72@kent.edu

Brandon Johnson  
Sloan Scholar  
Aerospace Engineering  
Georgia Institute of Technology  
bjohnson63@gatech.edu

Christopher Johnson  
SREB Senior Scholar  
Education  
University of Georgia  
Chris19@uga.edu

Christopher Johnson  
Recruiter  
Economics  
University of North Florida  
cjohnson@unf.edu

Danette Johnson  
Recruiter  
Ithaca College  
djohnson@ithaca.edu

Emily Johnson  
McNair Scholar  
Zoology/Animal Biology  
University of Montevallo  
ejohns12@forum.montevallo.edu

Jabril Johnson  
AGEP Scholar  
Genetics  
Howard University  
Jabril.Johnson1@gmail.com

Keith Johnson  
Recruiter  
Engineering  
East Tennessee State University  
johnsonk@etsu.edu

Kenji Johnson  
SREB Scholar  
Cellular Biology  
University of Georgia  
kenjikatherine@gmail.com

Latoya Johnson  
Gates Millennium Scholar  
Elementary Education and Teaching  
University of Georgia  
latoyaj@uga.edu

Rana Johnson  
Compact Staff  
Communications  
University of Kentucky  
Rana.Johnson@ky.gov

Roosevelt Johnson  
Presenter  
roosevelt.y.johnson@nasa.gov
Aaron Joiner  
*Sloan Scholar*  
Biochemistry  
Cornell University  
amj85@cornell.edu

**Marvin Jones**  
*SREB Scholar*  
Applied Mathematics  
Indiana University Bloomington  
jonemarv@indiana.edu

**Brandie Jones**  
*SREB Program Graduate*  
Molecular Biology  
Georgia Institute of Technology  
brandejones@gatech.edu

**Stephanie Jones**  
*SREB Senior Scholar*  
Secondary Education and Teaching  
University of Georgia  
spjones@uga.edu

**Cadavious Jones**  
*SREB Program Graduate*  
Mathematics  
Auburn University  
cadaviousjones@hotmail.com

**Mary Jordan**  
*Recruiter*  
East Tennessee State University  
jordanm@etsu.edu

**Dominique Jones**  
*SREB Scholar*  
Pharmaceutical Sciences  
University of Louisville  
djone01@exchange.louisville.edu

**Carrie Joseph**  
*Sloan Scholar*  
Environmental Science  
University of Arizona  
cj25@email.arizona.edu

**Erick Jones**  
*Sloan Director*  
Industrial Engineering  
University of Texas at Arlington  
cejones@uta.edu

**Lenisa Joseph**  
*AGEP Scholar*  
Special Education and Teaching  
University of Maryland, College Park  
lenisaj@gmail.com

**Jamal Jones**  
*SREB Scholar*  
Epidemiology  
Georgia State University  
jones158@student.gsu.edu

**Sarah Junco**  
*Bridges Scholar*  
Biochemistry  
University of Texas  
Health Science, San Antonio  
juncos@livemail.uthscsa.edu

**Joy Jones**  
*Gates Millennium Scholar*  
Columbia College Chicago  
joyjones.mail@gmail.com

**K**

**Omar Ka**  
*Recruiter*  
University of Maryland, Baltimore County  
autumn2@umbc.edu

**Jamila Kareem**  
*SREB Scholar*  
English  
University of Louisville  
j0kare01@louisville.edu

**Isaac Karikari**  
*SREB Scholar*  
Social Work  
Indiana University-Purdue University - Indianapolis  
isakarik@umail.iu.edu

**Bathi Kasturiarachi**  
*Recruiter*  
Applied Mathematics  
Kent State University - Stark Campus  
akasturi@kent.edu

**Mary Kelley**  
*SREB Program Graduate*  
Nursing  
University of Alabama, Birmingham  
mkelley@ua.edu

**Melody Kelley**  
*SREB Senior Scholar*  
Chemistry  
University of Alabama  
mkelley@crimson.ua.edu
Hilary Kelly  
**NASA Scholar**  
Geological Sciences  
New Mexico Institute of Mining and Technology  
shaikhisa@hotmail.com

Karah Kelly  
**Gates Millennium Scholar**  
Civil/Environmental Engineering  
Duke University  
karah.kelly@duke.edu

Vicky Kelly  
**SREB Scholar**  
Zoology/Animal Biology  
Louisiana State University and Agricultural & Mechanical College  
vkelly1@tigers.lsu.edu

Zebulon V. Kendrick  
**Presenter**  
Biological Sciences  
Temple University  
zkend@temple.edu

Jessica Kenigson  
**NASA Scholar**  
Oceanography  
University of Colorado at Boulder  
jkenigso@gmail.com

JaWone Kennedy  
**SREB Program Graduate**  
Electrical Engineering  
Clemson University  
kennedy.jawone@gmail.com

Shanise Kent  
**LSAMP Faculty**  
SUNY at Binghamton  
skent@binghamton.edu

Marilyn Kershaw  
**Recruiter**  
University of Cincinnati  
kersharn@ucmail.uc.edu

Kyle Key  
**SREB Scholar**  
Political Science  
Louisiana State University and Agricultural & Mechanical College  
kylekey39@icloud.com

Samee Khan  
**Faculty Mentor**  
Computer Science  
North Dakota State University  
samee.khan@ndsu.edu

Young Hoon Kim  
**Faculty Mentor**  
Civil/Environmental Engineering  
University of Louisville  
yhkim005@louisville.edu

Evornia Kincaid  
**Guest**  
Jackson State University  
evornia.kincaid@jsums.edu

Deidre King  
**SREB Scholar**  
Secondary Education and Teaching  
Georgia State University  
deidreking@gmail.com

Wanjira Kinuthia  
**Faculty Mentor**  
Education  
Georgia State University  
wkinuthia@gsu.edu

Pamela Kirkpatrick  
**SREB Scholar**  
Literature  
University of Arkansas, Fayetteville  
kirkpatp@uark.edu

Lewis Knighton  
**Recruiter**  
Clemson University  
knightl@clemson.edu

Erika Kohler  
**NASA Scholar**  
University of Arkansas, Fayetteville  
enkohler@uark.edu

Camille Koroma  
**AGEP Scholar**  
Nursing  
University of Maryland, Baltimore  
camille.koroma@umaryland.edu

Cagliyan Kurdak  
**Sloan Director**  
Physics  
University of Michigan, Ann Arbor  
kurdak@umich.edu

Philip Kutzko  
**Sloan Director**  
Mathematics  
University of Iowa  
philip-kutzko@uiowa.edu
Daniel Lago
Sloan Scholar
Nuclear Engineering
Georgia Institute of Technology
dlago89@gatech.edu

Melissa Lamanna
SREB Scholar
Microbiology
Indiana University Bloomington
melamann@indiana.edu

Kathleen Landeen
Sloan Director
Environmental Science, Ecology
University of Arizona
klandeen@email.arizona.edu

Derrick Lanois
SREB Program Graduate
Georgia State University
dlanois1@gsu.edu

Manuel Lara
AGEP Scholar
Physics
Indiana University Bloomington
manlara@umail.iu.edu

Helene Larin
Recruiter
Rehabilitation and Education Research
Ithaca College
hlarin@ithaca.edu

Tennille Lasker-Scott
SREB Senior Scholar
Multicultural Education
University of Georgia
tjlasker@uga.edu

Lily Lau
SREB Scholar
Clinical Psychology
University of Tulsa
lily-lau@utulsa.edu

Abdih Laureano-Rosario
Sloan Scholar
Oceanography
University of South Florida
elias3@mail.usf.edu

Latevi Lawson
Sloan Graduates
Chemistry
University of California, Davis
llawson1@gmail.com

Nhi Le
Gates Millennium Scholar
Materials Science Engineering
University of Wisconsin - Madison
NTLE@wisc.edu

AnnMarie LeBlanc
Recruiter
Education
Kent State University
aleblanc@kent.edu

Christopher Lee
Recruiter
clee@vccs.edu

Hyangsook Lee
Recruiter
Belmont University
hyangsook.lee@belmont.edu

Jerel Lee
Gates Millennium Scholar
Biology
Claflin University
jerel32@gmail.com

Roberta Leichnitz
McNair Director
Educational Leadership and Administration
University of the Incarnate Word
reichnitz@montevallo.edu

Amy Lerner
Recruiter
Biomedical Engineering
University of Rochester
amy.lerner@rochester.edu

Sandra Lester
Bridges Scholar
Biomedical Sciences
University of Tennessee, Knoxville
slester5@uthsc.edu

Nicole Levit
Sloan Scholar
Cornell University
levit@ssrc.org

Brooke Lewis
AGEP Scholar
Analytical Chemistry
University of Mississippi
brlewis10@yahoo.com
Dwight Lewis
Sloan Director
Curriculum and Instruction
Purdue University
delewis@purdue.edu

Dwight Lewis
SREB Program Graduate
Health/Public/Community
University of Alabama, Birmingham
lewis060@crimson.ua.edu

Jonathan Lincoln
Recruiter
Geological Sciences
Bloomsburg University of Pennsylvania
jlincoln@bloomu.edu

Stephanie Lindsey
Sloan Scholar
Biomedical Engineering
Cornell University
sel238@cornell.edu

Isabel Lloyd
Sloan Director
University of Maryland, College Park
illoyd@umd.edu

Karla Lloyd
SREB Program Graduate
University of Alabama
karla.snipes@gmail.com

Amanda Lo
AGEP Scholar
Biological Sciences
University of Maryland, Baltimore County
alo3@umbc.edu

Leslie Locklear
Gates Millennium Scholar
Educational Leadership and Administration
University of North Carolina at Greensboro
lockleal@email.unc.edu

Barbara Lofton
Presenter
University of Arkansas, Fayetteville
blofton@walton.uark.edu

Bommanna Loganathan
Recruiter
Chemistry
Murray State University
bommanna.loganathan@murraystate.edu

Karla Lomeli
AGEP Scholar
Multicultural Education
Stanford University
klomeli@stanford.edu

Kofi Lomotey
Presenter
Educational Leadership and Administration
Western Carolina University
klomotey@wcu.edu

Lionel London
SREB Senior Scholar
Physics
Georgia Institute of Technology
london@gatech.edu

Shawn Long
SREB Program Graduate
Communications
University of North Carolina at Charlotte
sdlong@uncc.edu

Wilbert Long
SREB Program Graduate
Arkansas State University
wilbertlong@gmail.com

Juan Lopez
Gates Millennium Scholar
Educational Leadership and Administration
University of Texas at Austin
jlp591@aol.com

Nakita Lovelady
Guest
University of Arkansas for Medical Sciences
nnlovelady@uams.edu

Fernando Lozano
Recruiter
Economics
Pomona College
fernando.lozano@pomona.edu
Beth Luey  
*Presenter*
History  
beth.luey@gmail.com

Kristen Lycett  
*AGEP Scholar*
Environmental Science, Ecology  
University of Maryland, Eastern Shore  
kalycett@umes.edu

Ayanna Lyles  
*Recruiter*
Kinesiology and Exercise Science  
California University of Pennsylvania  
lyles@calu.edu

Maria Lyons  
*Sloan Director*
Texas A&M University  
mlyons@bme.tamu.edu

Robinah Maasa  
*McNair Scholar*
Biology  
Indiana University-Purdue University - Indianapolis  
rkmaasa@iupui.edu

Naja Mack  
*SREB Scholar*
Computer Science  
University of Florida  
mack6@clemson.edu

Dionne Maddox  
*SREB Senior Scholar*
Student Counseling and Personnel Services  
University of Georgia  
delizabeth8@gmail.com

Jereny Magruder  
*AGEP Scholar*
Civil/Environmental Engineering  
University of Florida  
jeremyalexis@gmail.com

Dan Mahony  
*Recruiter*
Social Psychology  
Kent State University  
dmahony@kent.edu

Nicole Mainor  
*McNair Scholar*
Sociology  
Bloomfield College  
Nicole_Mainor@bloomfield.edu

Twanelle Majors  
*SREB Scholar*
Education  
Tennessee Technological University  
twanellemajors@yahoo.com

Loaiza Maldonado-Mateo  
*Sloan Scholar*
Biomedical Engineering  
Catholic University of America  
97maldonadomateo@cardinalmail.cua.edu

Ryan Maltese  
*SREB Scholar*
Education  
Georgia State University  
rmaltese1@student.gsu.edu

Angela Marquez  
*Recruiter*
Educational Leadership and Administration  
Metropolitan State College of Denver  
amarqu33@msudenver.edu

Mendi Marquez  
*LSAMP Scholars*
Chemical Engineering  
New Mexico Institute of Mining and Technology  
mmarqu01@nmt.edu

James Martin  
*McNair Scholar*
Chemistry  
SUNY College at Buffalo  
martinja05@mail.buffalostate.edu

Kristofferson Martin  
*NASA Scholar*
Environmental Science  
Navajo Technical College  
kristoffersonmartin@yahoo.com

Marlaina Martin  
*AGEP Scholar*
Anthropology  
Rutgers  
marlaina.martin@gmail.com
Robin Martin  
*Recruiter*  
Education  
University of Cincinnati  
martin@ucmail.com

Kerry Masterson  
*Sloan Graduates*  
Chemistry  
University of California, Davis  
klmasterson@ucdavis.edu

Jairus-Joaquin Matthews  
*SREB Program Graduate*  
Education  
University of West Georgia  
jairusjoaquin@gmail.com

Jacqueline Martinez  
*McNair Scholar*  
Economics  
DePaul University  
jacquelinemargon@gmail.com

John Mateja  
*McNair Director*  
Physics  
Murray State University  
jmateja@murraystate.edu

Gary May  
*Presenter*  
Educational Leadership and Administration  
Georgia Institute of Technology  
Gary.may@coe.gatech.edu

Jennifer Martinez  
*AGEP Scholar*  
Cellular Biology  
SUNY at Stony Brook  
jennifer.m.martinez@stonybrook.edu

James Mathis  
*Sloan Scholar*  
Physics  
University of Michigan, Ann Arbor  
jpmathis@umich.edu

Ebony Mayhorn  
*Sloan Scholar*  
Electrical Engineering  
Texas A&M University  
emayhorn@tamu.edu

Jessica Martinez  
*Bridges Scholar*  
Cellular Biology  
Florida State University  
jsm05g@my.fsu.edu

Isaac Mativo  
*AGEP Scholar*  
Computer Science  
University of Maryland, Baltimore County  
imativ1@umbc.edu

Lisa McBride  
*Recruiter*  
lisamcb@pcom.edu

Ramon Martinez  
*Sloan Scholar*  
University of Michigan, Ann Arbor  
ramartma@umich.edu

Jose Matteo  
*LSAMP Scholars*  
Electrical Engineering  
Florida International University  
jmatt005@fiu.edu

Jade McBroom  
*McNair Scholar*  
Nursing  
University of Florida  
jadenmcbroom@ufl.edu

Calvin Masilela  
*McNair Director*  
Indiana University of Pennsylvania  
cmasilel@iupui.edu

Anberitha Matthews  
*FASEB Scholars*  
Biomedical Sciences  
Mississippi State University  
amatthews@cvm.msstate.edu

Aqilah McCane  
*SREB Scholar*  
Indiana University-Purdue University - Indianapolis  
amabdulk@iupui.edu

Marsha Massey  
*AGEP Scholar*  
Chemistry  
University of North Carolina at Chapel Hill  
mdmassey@email.unc.edu
Delauren Mccaulay  
*SREB Scholar*  
Chemistry  
University of Maryland, Baltimore County  
dmccauley@umbc.edu

Lakeya McGill  
*AGEP Scholar*  
Clinical Psychology  
University of Maryland, Baltimore County  
lmcgill11@umbc.edu

John Mcnulty  
*Faculty Mentor*  
Clinical Psychology  
University of Tulsa  
john-mcnulty@utulsa.edu

Janie Mcclurkin  
*AGEP Scholar*  
Purdue University  
jmcclurk@purdue.edu

Alan Mcguire  
*Faculty Mentor*  
Clinical Psychology  
Indiana University-Purdue University - Indianapolis  
abmcguir@iupui.edu

Melanie McReynolds  
*Sloan Scholar*  
Biochemistry  
Pennsylvania State University  
mrm45@psu.edu

Lance McCoy  
*Gates Millennium Scholar*  
Johns Hopkins University  
lmccoy@jhu.edu

Fred Meadows  
*Presenter*  
fmeadowssr@aol.com

Charles Mccurry  
*SREB Program Graduate*  
Electrical Engineering  
Tennessee State University  
cdmc1911@comcast.net

Sheryl Means  
*SREB Scholar*  
Education  
University of Kentucky  
meanssheryl@gmail.com

William Mcdowell  
*Faculty Mentor*  
Student Counseling and Personnel Services  
Kent State University  
mcdowell@marshall.edu

Amber Medina  
*LSAMP Scholars*  
Physics  
New Mexico State University  
amedina7@nmsu.edu

Reginald Mcgee  
*AGEP Scholar*  
Applied Mathematics  
Purdue University  
mgee3@purdue.edu

Channel McLewis  
*Gates Millennium Scholar*  
Education  
Teachers College at Columbia University  
channelmclewis@gmail.com

Jorge Medina  
*FASEB Scholars*  
Microbiology  
University of Texas Health Science, San Antonio  
medinaj2@livemail.uthscsa.edu

Cynthia McNabb  
*Sloan Director*  
Physics  
University of Michigan, Ann Arbor  
cynthia@umich.edu
Monica Medina
Faculty Mentor
Curriculum and Instruction
Indiana University-Purdue University - Indianapolis
mmedina@iupui.edu

Joel Mejia
Gates Millennium Scholar
Engineering
Utah State University
joel.mejia@aggiemail.usu.edu

Michael Mejia
SREB Scholar
Counseling Psychology
University of Kentucky
m.mejia@uky.edu

Desiree Melonas
Guest
Political Science
Temple University
tuc20256@temple.edu

Natasha Mendez-Ferrer
Sloan Scholar
Oceanography
University of South Florida
nmendezf@mail.usf.edu

Adelita Mendoza
Bridges Scholar
Northwestern University
AdelitaMendoza2016@u.northwestern.edu

Kelly Mesa
LSAMP Scholars
Electrical Engineering
Florida International University
Kmesa001@fiu.edu

Richard Miller
Recurier
richard.c.miller@wku.edu

Marlene Miner
Recurier
Education
University of Cincinnati
Blue Ash College
marlene.miner@ucmail.uc.edu

Molly Minus
McNair Director
Curriculum and Instruction
St. Edward's University
mollym@stedwards.edu

Dana Miranda
New England Scholar
Philosophy
University of Connecticut
danafmiranda@gmail.com

NaShara Mitchell
Recurier
nacmitch@iu.edu

Missy Mitchell - Williams
SREB Scholar
Social Work
Louisiana State University and Agricultural & Mechanical College
mmitc54@tigers.lsu.edu

Erick Moffett
SREB Scholar
Education
University of Southern Mississippi
etmoffett@gmail.com

Albanus Moguche
FASEB Scholars
Biological Sciences
University of Washington-Seattle Campus
amoguche@uw.edu

Paul Mohr
Guest
Mathematics
Oklahoma State University
paul.mohr@ache.alabama.gov

Mallory Molina
Sloan Scholar
Physics
Pennsylvania State University
mem468@psu.edu

Alexander Moncion-Baez
Sloan Scholar
Physics
University of Michigan, Ann Arbor
ambaez@umich.edu
Dagmara Monfort  
Sloan Scholar  
Biomedical Engineering  
University of South Florida  
dagmaram@mail.usf.edu

Xavier Monroe  
AGEP Scholar  
Education  
Stanford University  
monroexj@stanford.edu

Teresa Monsue  
NASA Scholar  
Physics  
Vanderbilt University  
teresa.monsue@vanderbilt.edu

Carlos Montalvo  
Sloan Graduates  
Aerospace Engineering  
Georgia Institute of Technology  
cmontalvo251@gmail.com

Brooke Montgomery  
Presenter  
Health/Public/Community  
University of Arkansas for Medical Sciences  
bemontgomery@uams.edu

JoAnn Moody  
Presenter  
joann.moody@earthlink.net

Samuel Moore  
Recruiter  
University of Texas at Austin  
slmoore@jsg.utexas.edu

Sandra Moore  
Recruiter  
sandra.moore@eku.edu

Miguel Mora  
Sloan Director  
Environmental Science  
Texas A&M University  
mmora@tamu.edu

Eric Morales  
SREB Scholar  
Anthropology  
Indiana University Bloomington  
ecmorale@indiana.edu

Myreisa Morales  
NASA Scholar  
Chemistry  
University of Puerto Rico, Rio Piedras  
myreisa@hotmail.com

Oscar Morales  
AGEP Scholar  
Chemistry  
Purdue University  
omorale@purdue.edu

Romarie Morales  
Sloan Scholar  
Arizona State University  
romarie.morales@asu.edu

Emmanuel Morales-Butler  
Sloan Graduates  
Applied Mathematics  
Arizona State University  
emmanuel.m.b@gmail.com

Percy Morehouse  
Recruiter  
Curriculum and Instruction  
Texas A & M University System  
Health Science Center  
morehoup@msudenver.edu

Garry Morgan  
Recruiter  
Counseling Psychology  
North Carolina State University  
gdmorgan@ncsu.edu

Scott Morgan  
Presenter  
Scott@MorganGp.com

Molly Morin  
AGEP Scholar  
University of Maryland, College Park  
mmorin@umd.edu

Kevin Morris  
Bridges Scholar  
Biochemistry  
Emory University  
kjmorri@emory.edu

Roslyn Morris  
New England Scholar  
Counseling Psychology  
University of Connecticut  
Roslyn.morris@uconn.edu
Tiffany Morris  
*SREB Program Graduate*  
Biomedical Engineering  
Rutgers  
tiffanyrmorris@gmail.com

Candice Morrison Duncan  
*Sloan Graduates*  
Environmental Science  
University of Arizona  
morrisoc@email.arizona.edu

Sharif Morsalin  
*Bridges Scholar*  
Biomedical Sciences  
Morehouse School of Medicine  
smorsalin@ msm.edu

Tanzir Mortuza  
*SREB Scholar*  
mortuzat@uga.edu

Kim Mosby  
*SREB Scholar*  
University of New Orleans  
kmosby1@my.uno.edu

Wanda Moses  
*SREB Senior Scholar*  
Computer Science  
Clemson University  
wmoses@clemson.edu

Lasharon Mosley  
*SREB Program Graduate*  
University of Cincinnati  
mosleyln@ucmail.uc.edu

Winnie Mucherah  
*Faculty Mentor*  
Education  
Ball State University  
wmucherah@bsu.edu

Ga'Brielle Muhammad  
*LSAMP Scholars*  
Physics  
Southern University and A&M College  
gabriellemuhammad19@yahoo.com

Faheem Muhammed  
*NASA Scholar*  
Chemical Engineering  
Florida Agricultural and Mechanical University  
faheemdaily@gmail.com

Frank Muller-Karger  
*Sloan Director*  
Oceanography  
University of South Florida  
carib@usf.edu

Thalia Mulvihill  
*Faculty Mentor*  
Ball State University  
tmulvihi@bsu.edu

Gene Murdock  
*Recruiter*  
University of South Florida  
gmurdoch@usf.edu

Christopher Murphy  
*Recruiter*  
cpmurphy@ucsd.edu

Nicholas Murray  
*FASEB Scholars*  
Kinesiology and Exercise Science  
Georgia Southern University  
nmurray@georgiasouthern.edu

Evie Myers  
*Recruiter*  
North Dakota State University  
evie.myers@ndsu.edu

Jeremy Myers  
*SREB Program Graduate*  
Meharry Medical College  
jnmyers09@gmail.com

Rai Munoz  
*NASA Scholar*  
Electrical Engineering  
CUNY City College of New York  
rmunoz00@citymail.cuny.edu

Tomeka Nailer  
*SREB Scholar*  
Environmental Science  
Jackson State University  
tomekanailer@yahoo.com

N
Nannette Napier  
SREB Program Graduate  
Information Systems/Technology  
Georgia State University  
nnapier@ggc.edu

Deborah Nazon  
Recruiter  
SUNY at Albany  
dnazon@albany.edu

Roderick Neal  
SREB Program Graduate  
Sociology  
Virginia Polytechnic Institute and State University  
rnNeal@vt.edu

Ariel Negron  
AGEP Scholar  
Neuroscience  
SUNY at Stony Brook  
arin.negron@stonybrook.edu

April Nellum  
SREB Senior Scholar  
Health Psychology  
University of Memphis  
aprilinellum@yahoo.com

Antoinette Nelson  
FASEB Scholars  
Biomedical Engineering  
Rutgers  
antginelson@gmail.com

Linda Nelson  
Presenter  
Human Resources Management/Personnel Administration  
Georgia State University  
lnelson@gsu.edu

Terry Nelson  
SREB Program Graduate  
Business Management  
University of Alaska Anchorage  
tnelson15@uaa.alaska.edu

Debra Nelson-Gardell  
Faculty Mentor  
University of Alabama  
dnelsong@sw.ua.edu

Kasahun Neselu  
SREB Scholar  
Biology  
Georgia Institute of Technology  
kneselu2010@gmail.com

Jaye Nias  
AGEP Scholar  
Computer Science  
Bowie State University  
jclarknias@gmail.com

Dequina Nicholas  
Bridges Scholar  
Biomedical Sciences  
Loma Linda University  
dnicholas@llu.edu

Malcom Nicholas  
NASA Scholar  
Mechanical Engineering  
North Carolina Central University  
mnicho15@eagles.nccu.edu

Hasher Nisar  
Gates Millennium Scholar  
Political Science  
Middlebury College  
hasher.nisar@gmail.com

Dorothy Noel  
Guest  
noel@sloan.org

Clinton Normore  
Recruiter  
A. T. Still University of Health Sciences  
cnormore@atsu.edu

Adele Norris  
SREB Program Graduate  
Sociology  
University of Arkansas, Fayetteville  
adelemsu1@yahoo.com

Deborah Northcross  
Presenter  
Languages  
Mount Holyoke College  
dnorthcross@comcast.net

Elaine Nsoesie  
SREB Program Graduate  
Biomedical Sciences  
Harvard University  
onelaine@vt.edu
Caryl Nunez
New England Scholar
Political Science
University of Connecticut
carylnunez@gmail.com

Alicia Odewale
SREB Scholar
Anthropology
University of Tulsa
alicia-ware@utulsa.edu

Korede Oladimeji
Sloan Scholar
Electrical Engineering
Michigan State University
akinlabi@msu.edu

Amaka Nwankwo-Igomo
AGEP Scholar
Health/Public/Community
Morgan State University
evonne.nwankwo@gmail.com

Jennifer Odom
SREB Scholar
Plant Biology
North Dakota State University
jennifer.odom@nsdu.edu

Jenifer Olavarria
Sloan Graduates
Chemistry
University of Puerto Rico, Mayaguez
jenifer.olavarria@upr.edu

Stella Nwokeji
SREB Program Graduate
University of Tennessee, Knoxville
enwokejob@yahoo.com

Brian Oh
Gates Millennium Scholar
Statistics
Harvard University
boh@college.harvard.edu

Ashley Oliver
Guest
ashley@facultydiversity.org

Chinwe Nyenke
Sloan Scholar
Michigan State University
nyenkech@msu.edu

Alexander Ojeda
SREB Scholar
Clinical Psychology
University of South Carolina, Columbia
aojeda@email.sc.edu

Carol Oliver
McNair Director
Environmental Psychology
CUNY Graduate School and University Center
carol.oliver@hunter.cuny.edu

Eric O'Rear
AGEP Scholar
Economics
Purdue University - North Central
eorear@purdue.edu

Stephen Okine
SREB Program Graduate
Tennessee Technological University
okineja@yahoo.com

Janel Ortiz
AGEP Scholar
Wildlife and Wetlands Science and Management
Texas A&M University - Kingsville
janel.ortiz@students.tamuk.edu

Donasian Ochola
FASEB Scholars
Molecular Biology
Colorado State University
donasian.ochola@colostate.edu

Celest Okoli
AGEP Scholar
Materials Science Engineering
SUNY at Stony Brook
celest.okoli@stonybrook.edu

Victor Ondego
AGEP Scholar
Information Systems/Technology
University of Maryland, Baltimore County
ondegov1@umbc.edu
Edwin Ortiz-Quiles  
*NASA Scholar*  
Chemistry  
University of Puerto Rico, Rio Piedras  
EOOrtQuil@gmail.com

Ivan Padron  
*SREB Senior Scholar*  
Physics  
New Jersey Institute of Technology  
ivanpr1970@gmail.com

Robert Osgood  
*Compact Staff*  
Microbiology  
University of Southern Mississippi  
rcoscl@rit.edu

Heather Page  
*SREB Scholar*  
Clinical Psychology  
University of South Carolina, Columbia  
heather.eaddy@gmail.com

Jason Ottley  
*SREB Scholar*  
Developmental and Child Psychology  
West Virginia University  
jottley@mix.wvu.edu

Brianne Painia  
*SREB Scholar*  
Sociology  
Louisiana State University and Agricultural & Mechanical College  
msbribap@gmail.com

Veda Overton-Houston  
*Administrator*  
Philander Smith College  
veda.overton-houston@sreb.org

LeBrian Patrick  
*SREB Program Graduate*  
Sociology  
Louisiana State University and Agricultural & Mechanical College  
lebrianpatrick@gmail.com

Angela Pack  
*Sloan Scholar*  
Biomedical Sciences  
University of Georgia  
apack01@uga.edu

Maura Palacios  
*Sloan Graduates*  
Biological Sciences  
Texas A&M University  
mepalacios@tamu.edu

Brianne Painia  
*SREB Scholar*  
History  
Tulane University  
sparham@tulane.edu

Shawanee Patrick  
*AGEP Scholar*  
Mechanical Engineering  
Texas A&M University  
spatrick2012@gmail.com

Dustin Padilla  
*Sloan Scholar*  
Applied Mathematics  
Arizona State University  
dustin.padilla@asu.edu

Eui Park  
*Sloan Director*  
Industrial Engineering  
North Carolina A&T State University  
park@ncat.edu

Dwight Patterson  
*Recruiter*  
Biochemistry  
Middle Tennessee State University  
dwight.patterson@mtsu.edu

Akia Parks  
*Sloan Scholar*  
Biomedical Engineering  
Georgia Institute of Technology  
aparks14@gatech.edu

Carlos Parra Forero  
*Sloan Scholar*  
Industrial Engineering  
Pennsylvania State University  
cjp246@psu.edu

Brandon Patallo  
*McNair Scholar*  
Psychology  
Hunter College  
brandonpatallo@gmail.com

Stephanie Parham  
*SREB Senior Scholar*  
History  
Tulane University  
sparham@tulane.edu

LeBrian Patrick  
*SREB Program Graduate*  
Sociology  
Louisiana State University and Agricultural & Mechanical College  
lebrianpatrick@gmail.com

Shawanee Patrick  
*AGEP Scholar*  
Mechanical Engineering  
Texas A&M University  
spatrick2012@gmail.com

Dwight Patterson  
*Recruiter*  
Biochemistry  
Middle Tennessee State University  
dwight.patterson@mtsu.edu
Michaela Patton
SREB Scholar
Economics
University of Alabama
mcpatton2@crimson.ua.edu

Stacey Patton
Presenter
History
stacey.patton@chronicle.com

Maurice Payne
Sloan Scholar
Chemistry
University of Iowa
maurice-payne@uiowa.edu

Janelle Peifer
SREB Scholar
Clinical Psychology
University of Virginia
peifer.janelle@gmail.com

Andres Pena
LSAMP Scholars
Biomedical Engineering
Florida International University
apena009@fiu.edu

Salvador Pena
Bridges Scholar
Genetics
University of Rochester
spena@urmc.rochester.edu

Rodney Pennamon
SREB Program Graduate
Student Counseling and Personnel Services
University of Georgia
rodneyp@uga.edu

Pearl Pennington
Guest
Educational Leadership and Administration
Jackson State University
ppennington@ihl.state.ms.us

Ken Pepion
Administrator
Education
University of Arizona
kpepion@wiche.edu

Kenneth Perez Quintero
NASA Scholar
Physics
University of Puerto Rico, Rio Piedras
kenneth.j.perez@gmail.com

Carla Perry
Recruiter
Western Kentucky University
cperry0099@kctcs.edu

Tina Peterson
SREB Program Graduate
Social Work
University of Alabama
tina.peterson@ou.edu

John Petraitis
Recruiter
University of Alaska Anchorage
jmpetraitis@uaa.alaska.edu

Nhu Ngoc Pham
Gates Millennium Scholar
Health/Public/Community
Tulane University
ngocpham@gmail.com

Jada Phelps-Moultrie
SREB Scholar
Educational Leadership and Administration
Indiana University-Purdue University - Indianapolis
phelpsja@indiana.edu

Robin Phelps-Ward
SREB Scholar
Educational Leadership and Administration
Ball State University
rphelps@bsu.edu

Clarenda Phillips
Recruiter
Sociology
Morehead State University
c.phillips@moreheadstate.edu
Courtnay Phillips-Turner  
*Gates Millennium Scholar*  
Educational Leadership and Administration  
University of Maryland, Eastern Shore  
Clp2spelman@aol.com

Krystine Pimentel  
*LSAMP Scholars*  
Electrical Engineering  
Florida International University  
kpime004@fiu.edu

Gloria Polanco  
*Bridges Scholar*  
Biomedical Sciences  
University of Texas, El Paso  
gpolanco@miners.utep.edu

Kathryne Piazzola  
*Recruiter*  
SUNY at Stony Brook  
Kathryne.piazzola@stonybrook.edu

Jessica Piness  
*NASA Scholar*  
Polymer/Plastics Engineering  
University of Southern Mississippi  
Jessica.piness@eagles.usm.edu

Brittany Polanka  
*SREB Scholar*  
Clinical Psychology  
Indiana University-Purdue University - Indianapolis  
bpolanka@iupui.edu

Devona Pierre  
*Recruiter*  
University of South Florida  
dfpierre@usf.edu

Gerardo Pinzon  
*AGEP Scholar*  
Civil/Environmental Engineering  
Texas A&M University - Kingsville  
gerardo.pinzon@students.tamuk.edu

Jocelyne Ponce Stokvis  
*SREB Scholar*  
Anthropology  
Tulane University  
jponcest@tulane.edu

Kamau Pierre  
*AGEP Scholar*  
Biomedical Engineering  
Rutgers  
kkp56@scarletmail.rutgers.edu

Angela Pittman  
*McNair Scholar*  
Forensic Psychology  
Indiana University-Purdue University - Indianapolis  
andpittm@iupui.edu

Territa Poole  
*SREB Scholar*  
Educational Psychology  
University of Alabama  
tlup67@gmail.com

Percy Pierre  
*Sloan Faculty*  
Electrical Engineering  
Michigan State University  
pierre@msu.edu

Joseph Portillo  
*McNair Scholar*  
English  
University of Maryland, Baltimore County  
jportill2@umbc.edu

Jay Pike  
*Recruiter*  
Kent State University  
jmpike@kent.edu

Ashley Plummer  
*SREB Scholar*  
Curriculum and Instruction  
Georgia State University  
a.marieplummer@gmail.com

Melanie Poudevigne  
*Guest*  
Kinesiology and Exercise Science  
Clayton State University  
mpoudevigne@clayton.edu
Adeya Powell
SREB Program Graduate
Educational Psychology
University of Georgia
adeya.powell@yale.edu

Andrew Powell
Guest
Electrical Engineering
Temple University
tuc06121@temple.edu

Kahntinetta Pr'Out
AGEP Scholar
Mechanical Engineering
Iowa State University
kprout@iastate.edu

Menah Pratt-Clarke
Recruiter
Sociology
Vanderbilt University
menahpc@illinois.edu

Sabrina Prescott-Barber
SREB Senior Scholar
Biological Sciences
Virginia Commonwealth University
prescottsc@vcu.edu

Deshawn Preston
SREB Scholar
Educational Leadership and Administration
Clemson University
deshawp@clemson.edu

Stephanie Preston
Sloan Director
Curriculum and Instruction
Pennsylvania State University
sdp163@psu.edu

LaTasha Price
SREB Scholar
Education
University of Georgia
doctorlatasha@gmail.com

Jennifer Priestley
Presenter
jpriestl@kennesaw.edu

Sandra Prieto
SREB Scholar
Biomedical Engineering
University of Arkansas, Fayetteville
sprieto@uark.edu

Catherine Puckett
Recruiter
cpuckett@vccs.edu

Martin Puga
McNair Scholar
Sociology
University of Utah
u0629221@utah.edu

R

Melanie Ragin
McNair Director
SUNY at Binghamton
mragin@binghamton.edu

Monica Ragin
SREB Senior Scholar
North Greenville University
mragin16@gmail.com

Debra Ragland
Bridges Scholar
Biomedical Sciences
University of Massachusetts, Worcester
debraann.ragland@umassmed.edu

Timothy Raines
Bridges Scholar
Cellular Biology
University of Virginia
tar8bb@virginia.edu

Israel Ramirez
Sloan Scholar
Electrical Engineering
Pennsylvania State University
jir121@psu.edu

Jose Ramos
Gates Millennium Scholar
Molecular Biology
University of California, Berkeley
Joe1392@berkeley.edu
Marlene Ramos
Gates Millennium Scholar
CUNY Graduate School and University Center
marlene.n.ramos@gmail.com

Jolene Ramsey
AGEP Scholar
Microbiology
Indiana University Bloomington
jolramse@umail.iu.edu

Jeffrey Ratliff-Crain
Recruiter
Augustana College
jeffreyratliff-crain@augustana.edu

Melissa Raucci
McNair Director
Educational Leadership and Administration
University of Rochester
melissa.raucci@rochester.edu

Kristeeana Ray
SREB Senior Scholar
Biomedical Sciences
Marshall University
ray137@marshall.edu

Elizabeth Raymond
Bridges Scholar
Chemistry
Syracuse University
earaymon@syr.edu

Kristin Reddoch
Sloan Scholar
Biomedical Engineering
University of Texas at San Antonio
kreddoch@gmail.com

Autumn Reed
Recruiter
Ethnic, Cultural Minority, and Gender Studies
University of Maryland, Baltimore County
autumn2@umbc.edu

David Reed
Sloan Director
Plant Biology
Texas A&M University
dwreed@tamu.edu

Jeff Reese
Faculty Mentor
Counseling Psychology
University of Kentucky
jeff.reese@uky.edu

Richard M. Reis
Presenter
Mechanical Engineering
Stanford University
reis@stanford.edu

Ashley Reynolds Marshall
SREB Scholar
Public Policy
Virginia Polytechnic Institute and State University
anr1221@vt.edu

Steve Reznik
Presenter
University of Florida
Steven.Reznik@RaymondJames.com

Gary Rhoades
Presenter
Sociology
University of Arizona
grhoades@email.arizona.edu

Rolundus Rice
SREB Scholar
History
Auburn University
rrr0006@tigermail.auburn.edu

Phillip Richard
McNair Scholar
Psychology
University of Louisiana at Lafayette
prr2725@louisiana.edu

Crystal Richardson
Bridges Scholar
Cellular Biology
University of Virginia
cmr3zb@virginia.edu

Millicent Riggins
McNair Director
Education
University of Tennessee, Martin
mcnair@umb.edu
Amanda Riggle
McNair Scholar
English
California State Polytechnic University - Pomona
mandalynriggle@gmail.com

Aixa Rivera-Pagan
Bridges Scholar
Biomedical Sciences
Universidad Central Del Caribe
aixfernanda@gmail.com

Jacquelyne Robichaux
SREB Scholar
Biomedical Sciences
Medical University of South Carolina
jacquynorobichaux@gmail.com

Karina Rincon
LSAMP Scholars
Electrical Engineering
Florida International University
krinc005@fiu.edu

Eliut Rivera-Segarra
FASEB Scholars
Clinical Psychology
Ponce School of Medicine
eliutrs@yahoo.com

Derrick Robinson
SREB Scholar
Economics
Auburn University
dzr0010@auburn.edu

Michelle Rios-Dominguez
Recruiter
Ithaca College
mriosdominguez@ithaca.edu

Daniel Rivera-Vazquez
Sloan Scholar
Chemistry
University of Puerto Rico, Mayaguez
Daniel.rivera9@upr.edu

Jendai Robinson
NASA Scholar
Chemistry
University of Cincinnati
robin2jo@mail.uc.edu

Tiarney Ritchwood
SREB Program Graduate
University of Alabama
tdritchwood@ua.edu

Makeda Roberts
SREB Scholar
Sociology
Georgia State University
mbroberts27@gmail.com

Michael Robinson
SREB Program Graduate
Social Work
University of Louisville
marobi01@gmail.com

Adriana Rivera
NASA Scholar
Physics
University of Puerto Rico, Rio Piedras
adiannarivera@gmail.com

Frances Roberts-Gregory
Gates Millennium Scholar
Environmental Studies
University of California, Berkeley
frobertsgregory@berkeley.edu

Elisa Robles
Bridges Scholar
Molecular Biology
University of Texas, El Paso
erobles3@miners.utep.edu

Wilmer Rivera De Jesus
NASA Scholar
Environmental Science, Ecology
University of Puerto Rico, Rio Piedras
wilmer777@gmail.com

Gerard Robertson
McNair Scholar
Psychology
St. John's University - New York
grobertson1@fordham.edu

Thomas Rochon
Presenter
Political Science
Ithaca College
president@ithaca.edu
Kerry Ann Rockquemore  
**Presenter**  
Kerryann@facultydiversity.org

Bradley Rodier  
**NASA Scholar**  
Chemistry  
Case Western Reserve University  
bxr154@case.edu

Adlin Rodriguez  
**FASEB Scholars**  
Biology  
University of Puerto Rico, Medical Sciences Campus  
adlin.rodriguez1@upr.edu

Garrett Rodriguez  
**Sloan Scholar**  
Physics  
University of Michigan, Ann Arbor  
gvr@umich.edu

Judith Rodriguez  
**Recruiter**  
University of North Florida  
jrodrigu@unf.edu

Rafael Rodriguez  
**Sloan Scholar**  
Mechanical Engineering  
University of South Florida  
rmrodriguez@mail.usf.edu

Natalie Rodriguez-Quintana  
**SREB Scholar**  
Clinical Psychology  
Indiana University Bloomington  
natarodr@indiana.edu

Eleanor Roland  
**Presenter**  
Nursing  
North Carolina Central University  
jroland67@gmail.com

Victor Roland  
**SREB Scholar**  
Civil/Environmental Engineering  
University of Arkansas, Fayetteville  
vroland@uark.edu

Jordan Rollerson  
**Gates Millennium Scholar**  
Curriculum and Instruction  
University of Texas at Austin  
jrollerson@utexas.edu

Rodolfo Romanach  
**Sloan Director**  
Chemistry  
University of Puerto Rico, Mayaguez  
rodolfo.j.romanach@upr.edu

Daniel Romero  
**Presenter**  
Computational Mathematics  
University of Michigan, Ann Arbor  
drom@umich.edu

Joan Roque  
**AGEP Scholar**  
Chemistry  
North Carolina State University  
joanevaliz@yahoo.com

Antonio Rosales Villagrana  
**Gates Millennium Scholar**  
Education  
University of California, Los Angeles  
antonio_r61@yahoo.com

Yvonne Rosario-Butler  
**Bridges Scholar**  
Biomedical Sciences  
Morehouse School of Medicine  
yrosario@msm.edu

Nidia Ruedas-Gracia  
**AGEP Scholar**  
Education  
Stanford University  
rngracia@gmail.com

Stephen Ruffin  
**Sloan Director**  
Aerospace Engineering  
Georgia Institute of Technology  
stephen.ruffin@ae.gatech.edu

Angel Ruiz  
**NASA Scholar**  
Physics  
University of Puerto Rico, Rio Piedras  
arui2489@hotmail.com

Dannise Ruiz Ramos  
**Sloan Scholar**  
Biology  
Pennsylvania State University  
dvr116@psu.edu
Dianne Rush Woods  
*Recruiter*  
dianne.woods@csueastbay.edu

Gilandra Russell  
*SREB Program Graduate*  
Pharmaceutical Sciences  
University of Louisville  
anne795@hotmail.com

John Russell  
*Recruiter*  
Biomedical Sciences  
Washington University in St Louis  
jrussell@wustl.edu

Valerie Rutledge  
*Recruiter*  
Curriculum and Instruction  
University of Tennessee, Chattanooga  
valerie-rutledge@utc.edu

Johnson Saba  
*McNair Scholar*  
Biochemistry  
Beloit College  
sabaj@beloit.edu

Mariana Saboya  
*AGEP Scholar*  
Rutgers  
mariana.saboya@rutgers.edu

Camelia Sadler  
*AGEP Scholar*  
Howard University  
csad360@gmail.com

Edward Saenz  
*NASA Scholar*  
Environmental Science  
University of Massachusetts, Boston  
Edward.saenz@umb.edu

Carl Saint-Louis  
*SREB Scholar*  
Chemistry  
University of Alabama  
cslouis@crimson.ua.edu

Bolanle Salaam  
*Sloan Scholar*  
Mathematics  
University of Georgia  
bsalaam@uga.edu

Bryan Samuel  
*Recruiter*  
University of Tennessee, Chattanooga  
bryan-samuel@utc.edu

Dilsom Sanchez  
*NASA Scholar*  
Physics  
University of Puerto Rico, Rio Piedras  
dilsom@gmail.com

Javier Sanchez  
*Sloan Scholar*  
Chemical Engineering  
Georgia Institute of Technology  
j.sanchez4190@gmail.com

Michelle Sanders  
*Guest*  
Secondary Education and Teaching  
University of Cincinnati  
Michelle.L.Sanders@nasa.gov

Stephanie Sanders  
*Recruiter*  
Old Dominion University  
s2sander@odu.edu

Kijua Sanders-Mcmurtry  
*SREB Program Graduate*  
Agnes Scott College  
ksandersmcmurtry@agnesscott.edu

José Sandoval  
*Gates Millennium Scholar*  
Electrical Engineering  
Texas A&M University  
jsandoval@tamu.edu

Mark Santana  
*Sloan Scholar*  
Civil/Environmental Engineering  
University of South Florida  
mvsantana@mail.usf.edu
Yohaselly Santiago-Rodriguez  
*Sloan Scholar*  
Chemical Engineering  
University of Puerto Rico, Mayaguez  
yohaselly.santiago@upr.edu

Ingeborg Schmidt-Krey  
*Faculty Mentor*  
Biochemistry  
Georgia Institute of Technology  
ingeborg.schmidt-krey@biology.gatech.edu

Michael Scoles  
*Faculty Mentor*  
Experimental Psychology  
University of Central Arkansas  
michaels@uca.edu

Gabriela Sanz-Douglas  
*NASA Scholar*  
Aerospace Engineering  
San Diego State University  
gsd619@gmail.com

Stephen Schneider  
*Faculty Mentor*  
English  
University of Louisville  
saschn06@louisville.edu

Jerell Scott  
*AGEP Scholar*  
Biochemistry  
University of Maryland, Baltimore  
jhscott06@gmail.com

Adam Sarafian  
*NASA Scholar*  
Geological Sciences  
Woods Hole Oceanographic Institution  
asarafian@whoi.edu

Taylor Schoberle  
*AGEP Scholar*  
Biomedical Sciences  
SUNY at Stony Brook  
taylor.schoberle@stonybrook.edu

Carol Sedlak  
*Recruiter*  
Nursing  
Kent State University  
csedlak@kent.edu

Pratik Saripalli  
*NASA Scholar*  
Aerospace Engineering  
University of Maryland, College Park  
pratik.saripalli@gmail.com

David Schuldberg  
*Presenter*  
Clinical Psychology  
University of Montana  
david.schuldberg@umontana.edu

Richard Serpe  
*Recruiter*  
Sociology  
Kent State University  
rserpe@kent.edu

Paula Schanes  
*SREB Scholar*  
Tulane University  
pschanes@tulane.edu

Timothy Schuler  
*McNair Scholar*  
Physics  
SUNY College at Buffalo  
schuletm01@mailbuffalostate.edu

Ali Sezer  
*Recruiter*  
Chemistry  
California University of Pennsylvania  
sezer@calu.edu

Paula Schlax  
*Recruiter*  
Biochemistry  
Bates College  
pschlax@bates.edu

Melissa Shabazz  
*SREB Senior Scholar*  
Analysis and Functional Analysis  
University of Arkansas, Fayetteville  
mshabazz@uark.edu

Tara Schumacher  
*Recruiter*  
Temple University  
tara.schmacher@temple.edu
Kimeley Shearer  
*Recruiter*  
Computer Science  
Rochester Institute of Technology  
Kim.Shearer@rit.edu

Adriane Sheffield  
*SREB Scholar*  
Educational Psychology  
University of Alabama  
adrianesheffield@gmail.com

Ren-Jay Shei  
*SREB Scholar*  
Kinesiology and Exercise Science  
Indiana University Bloomington  
reshei@indiana.edu

Ronnie Shepard  
*New England Scholar*  
Anthropology  
University of Connecticut  
ronnie.shepard@uconn.edu

Rwany Sibaja  
*AGEP Scholar*  
History  
University of Maryland, Baltimore County  
rsibaja@umbc.edu

Elkhansa Sidahmed  
*FASEB Scholars*  
Food Science and Nutrition  
University of Michigan, Ann Arbor  
sidahmed@umich.edu

Roger Sidje  
*Recruiter*  
University of Alabama  
roger.b.sidje@ua.edu

John Simonetta  
*Guest*  
Business Marketing  
john.simonetta@proforma.com

Eunika Simons  
*SREB Scholar*  
Health/Public/Community  
University of South Carolina, Columbia  
ersimons@bellsouth.net

Melanie Sinche  
*Presenter*  
Student Counseling and Personnel Services  
msinche@gmail.com

Chelsea Singleton  
*FASEB Scholars*  
Epidemiology  
University of Alabama, Birmingham  
csingle1@uab.edu

Kathleen Siwicki  
*Recruiter*  
Neuroscience  
Swarthmore College  
ksiwick1@swarthmore.edu

Aiesha Skinner  
*SREB Scholar*  
Gerontiology  
University of Kentucky  
aiesha.skinner@uky.edu

Roxane Silver  
*Recruiter*  
Social Psychology  
University of California, Irvine  
rsilver@uci.edu

Joseph Howard Silver Sr.  
*Presenter*  
jsilver@comcast.net

Candice Simmons  
*Sloan Graduates*  
Oceanography  
University of South Florida  
ccsimmo2@mail.usf.edu

Christopher Simmons  
*SREB Senior Scholar*  
Computer Science  
University of Memphis  
cbsimmons01@hotmail.com

Tuwanda Simmons  
*SREB Senior Scholar*  
University of Mississippi  
tsimmons@asub.edu

Cassandra Simon  
*Faculty Mentor*  
Social Work  
University of Alabama  
csimon@sw.ua.edu
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Role</th>
<th>Department/Program</th>
<th>Institution</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alexis Skinner</td>
<td>SREB Scholar</td>
<td>Theatre</td>
<td>Louisiana State University and Agricultural &amp; Mechanical College</td>
<td><a href="mailto:askinn4@lsu.edu">askinn4@lsu.edu</a></td>
</tr>
<tr>
<td>Gabrielle Smith</td>
<td>SREB Senior Scholar</td>
<td>Social Psychology</td>
<td>University of Alabama</td>
<td><a href="mailto:gsmith71@crimson.ua.edu">gsmith71@crimson.ua.edu</a></td>
</tr>
<tr>
<td>Sharla Smith</td>
<td>SREB Program Graduate</td>
<td></td>
<td>University of Arkansas for Medical Sciences</td>
<td><a href="mailto:smithsharlaa@uams.edu">smithsharlaa@uams.edu</a></td>
</tr>
<tr>
<td>Brenda Smith</td>
<td>Faculty Mentor</td>
<td>Social Work</td>
<td>University of Alabama</td>
<td><a href="mailto:bsmith2@sw.ua.edu">bsmith2@sw.ua.edu</a></td>
</tr>
<tr>
<td>La Toya Smith</td>
<td>SREB Program Graduate</td>
<td>Counseling Psychology</td>
<td>University of Kentucky</td>
<td><a href="mailto:la.toya.bianca.smith@gmail.com">la.toya.bianca.smith@gmail.com</a></td>
</tr>
<tr>
<td>Nicole Smolensky</td>
<td>Sloan Scholar</td>
<td>Environmental Science, Ecology</td>
<td>Texas A&amp;M University</td>
<td><a href="mailto:nsmo@tamu.edu">nsmo@tamu.edu</a></td>
</tr>
<tr>
<td>Daryl G. Smith</td>
<td>Presenter</td>
<td></td>
<td></td>
<td><a href="mailto:Daryl.Smith@cgu.edu">Daryl.Smith@cgu.edu</a></td>
</tr>
<tr>
<td>Denise Smith</td>
<td>Sloan Scholar</td>
<td>Civil/Environmental Engineering</td>
<td>Georgia Institute of Technology</td>
<td><a href="mailto:denise.a.smith@gatech.edu">denise.a.smith@gatech.edu</a></td>
</tr>
<tr>
<td>LaShaune Smith</td>
<td>SREB Senior Scholar</td>
<td>Secondary Education and Teaching</td>
<td>University of South Carolina, Columbia</td>
<td><a href="mailto:LaShauneSmith@scdps.gov">LaShauneSmith@scdps.gov</a></td>
</tr>
<tr>
<td>Thomas Snowden</td>
<td>SREB Program Graduate</td>
<td>Molecular Biology</td>
<td>Meharry Medical College</td>
<td><a href="mailto:Thomas.snowden@fmuniv.edu">Thomas.snowden@fmuniv.edu</a></td>
</tr>
<tr>
<td>Elecia C. Smith</td>
<td>Presenter</td>
<td>Educational Leadership and Administration</td>
<td>University of Arkansas, Fayetteville</td>
<td><a href="mailto:ecs002@uark.edu">ecs002@uark.edu</a></td>
</tr>
<tr>
<td>Lisa Smith</td>
<td>Guest</td>
<td></td>
<td>Philander Smith College</td>
<td><a href="mailto:lisa.smith@adhe.edu">lisa.smith@adhe.edu</a></td>
</tr>
<tr>
<td>Juan Solis</td>
<td>LSAMP Scholars</td>
<td>Civil/Environmental Engineering</td>
<td>New Mexico State University</td>
<td><a href="mailto:xsolis@nmsu.edu">xsolis@nmsu.edu</a></td>
</tr>
<tr>
<td>Rochelle Smith</td>
<td>Recruiter</td>
<td></td>
<td>Washington University in St Louis</td>
<td><a href="mailto:rsmith@wustl.edu">rsmith@wustl.edu</a></td>
</tr>
<tr>
<td>Nadja Solis Marciano</td>
<td>NASA Scholar</td>
<td>Chemistry</td>
<td>University of Puerto Rico, Rio Piedras</td>
<td><a href="mailto:nadja.enid@gmail.com">nadja.enid@gmail.com</a></td>
</tr>
<tr>
<td>Everett Smith</td>
<td>SREB Scholar</td>
<td>Public Policy</td>
<td>University of Arkansas, Fayetteville</td>
<td><a href="mailto:exs018@uark.edu">exs018@uark.edu</a></td>
</tr>
<tr>
<td>Shanequana Smith</td>
<td>SREB Scholar</td>
<td>Public Policy</td>
<td>West Virginia University</td>
<td><a href="mailto:sshanequa@hotmail.com">sshanequa@hotmail.com</a></td>
</tr>
<tr>
<td>Enrique Sosa</td>
<td>Sloan Scholar</td>
<td>Molecular Biology</td>
<td>University of Texas at San Antonio</td>
<td><a href="mailto:enrique.sosa@utsa.edu">enrique.sosa@utsa.edu</a></td>
</tr>
</tbody>
</table>
Gabriela Sosa  
Sloan Scholar  
Environmental Science, Ecology  
Texas A&M University  
gabymuso@tamu.edu

Michael Stephens  
Recruiter  
Bloomsburg University of Pennsylvania  
mstephan@bloomu.edu

Rosa Maria Stoops  
SREB Program Graduate  
Languages  
University of Alabama  
stoops@futuresouth.com

Emmaris Soto  
NASA Scholar  
Physics  
Catholic University of America  
88soto@cardinalmail.cua.edu

Katharine E. Stewart  
Presenter  
kestewart@northcarolina.edu

Kayla Storrs  
Gates Millennium Scholar  
Health/Public/Community  
University of Kentucky  
k.storrs@uky.edu

Djade Soumana  
Bridges Scholar  
Biochemistry  
University of Massachusetts, Worcester  
dsoumana@gmail.com

James Stith  
Sloan Director  
Physics  
jhstith@gmail.com

Keith Story  
SREB Senior Scholar  
Business Marketing  
University of Memphis  
kstory1@memphis.edu

Dave Spence  
Compact Staff  
Abraham Baldwin Agricultural College  
shalanda.childers@sreb.org

Derrick Stokes  
SREB Scholar  
Materials Science Engineering  
University of Alabama  
Derrick7305@gmail.com

Sharon Stranford  
Recruiter  
Biology  
sharon.stranford@pomona.edu

Bob Spina  
Recruiter  
rspina@odu.edu

Eleanor Stokes  
NASA Scholar  
Environmental Science  
Yale University  
eleanor.stokes@yale.edu

Antionette Stroter  
Presenter  
Educational Leadership and Administration  
Virginia Polytechnic Institute and State University  
adstroter@liberty.edu

Tiffany St. Bernard  
Sloan Scholar  
Biomedical Engineering  
Cornell University  
tas278@cornell.edu

Romero Stokes  
SREB Scholar  
Urban Education and Leadership  
Georgia State University  
romerostokes@gmail.com

Federico Subervi  
Recruiter  
Kent State University  
fsubervi@kent.edu

Jana Stone  
Presenter  
Georgia Institute of Technology  
jana.stone@gatech.edu
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Role</th>
<th>Field of Study</th>
<th>Institution</th>
<th>Email/Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carl Suddler</td>
<td>SREB Scholar</td>
<td>History</td>
<td>Indiana University Bloomington</td>
<td><a href="mailto:csuddler@indiana.edu">csuddler@indiana.edu</a></td>
</tr>
<tr>
<td>Nathan Suppanade</td>
<td>NASA Scholar</td>
<td>Mechanical Engineering</td>
<td>California State University – Los Angeles</td>
<td><a href="mailto:ndsuppanade@gmail.com">ndsuppanade@gmail.com</a></td>
</tr>
<tr>
<td>Jim Swartz</td>
<td>Recruiter</td>
<td>Chemistry</td>
<td>Grinnell College</td>
<td><a href="mailto:swartz@grinnell.edu">swartz@grinnell.edu</a></td>
</tr>
<tr>
<td>Senetta Swinea</td>
<td>McNair Director</td>
<td>Multicultural Education</td>
<td>University of Toledo</td>
<td><a href="mailto:sswinea@kent.edu">sswinea@kent.edu</a></td>
</tr>
<tr>
<td>Simone Symonette</td>
<td>SREB Scholar</td>
<td>Curriculum and Instruction</td>
<td>Indiana University Bloomington</td>
<td><a href="mailto:ssymonet@indiana.edu">ssymonet@indiana.edu</a></td>
</tr>
<tr>
<td>Ensaf Taha</td>
<td>Bridges Scholar</td>
<td>Microbiology</td>
<td>Tuskegee University</td>
<td><a href="mailto:tahae@mytu.tuskegee.edu">tahae@mytu.tuskegee.edu</a></td>
</tr>
<tr>
<td>Bill Tallman</td>
<td>Recruiter</td>
<td>Educational Leadership and Administration</td>
<td>University of Miami</td>
<td><a href="mailto:btall@miami.edu">btall@miami.edu</a></td>
</tr>
<tr>
<td>Valencia Tamper</td>
<td>SREB Scholar</td>
<td>Languages</td>
<td>University of Alabama</td>
<td><a href="mailto:vltamper@crimson.ua.edu">vltamper@crimson.ua.edu</a></td>
</tr>
<tr>
<td>Patrice Tankam</td>
<td>Recruiter</td>
<td>Physics</td>
<td>University of Rochester</td>
<td><a href="mailto:patrice.tankam@rochester.edu">patrice.tankam@rochester.edu</a></td>
</tr>
<tr>
<td>Courtney Tarver</td>
<td>Gates Millennium Scholar</td>
<td>Elementary Education and Teaching</td>
<td>DePaul University - Lincoln Park Campus</td>
<td><a href="mailto:tarvercn@yahoo.com">tarvercn@yahoo.com</a></td>
</tr>
<tr>
<td>Berthel Tate</td>
<td>AGEP Scholar</td>
<td>Computer Science</td>
<td>Bowie State University</td>
<td><a href="mailto:TATEB0528@students.bowiestate.edu">TATEB0528@students.bowiestate.edu</a></td>
</tr>
<tr>
<td>Archie Taylor</td>
<td>Sloan Scholar</td>
<td>Biomedical Sciences</td>
<td>Pennsylvania State University</td>
<td><a href="mailto:act159@psu.edu">act159@psu.edu</a></td>
</tr>
<tr>
<td>Brittany Taylor</td>
<td>FASEB Scholars</td>
<td>Biomedical Engineering</td>
<td>Rutgers</td>
<td><a href="mailto:b.taylor1888@gmail.com">b.taylor1888@gmail.com</a></td>
</tr>
<tr>
<td>Gwendolyn Taylor</td>
<td>Recruiter</td>
<td>Business</td>
<td>Purdue University</td>
<td><a href="mailto:taylorgc@purdue.edu">taylorgc@purdue.edu</a></td>
</tr>
<tr>
<td>Kenneth Taylor</td>
<td>Recruiter</td>
<td>Educational Leadership and Administration</td>
<td>Henderson State University</td>
<td><a href="mailto:taylorke@hsu.edu">taylorke@hsu.edu</a></td>
</tr>
<tr>
<td>Orlando L. Taylor</td>
<td>Presenter</td>
<td>Rehabilitation and Education Research</td>
<td>Fielding Graduate University</td>
<td><a href="mailto:otaylor@thechicagoschool.edu">otaylor@thechicagoschool.edu</a></td>
</tr>
<tr>
<td>Felicia Taylor Waller</td>
<td>SREB Program Graduate</td>
<td>Health/Public/Community</td>
<td>University of New Mexico</td>
<td><a href="mailto:FeliciaDTaylor@aol.com">FeliciaDTaylor@aol.com</a></td>
</tr>
<tr>
<td>Pamela Tebebi</td>
<td>Sloan Scholar</td>
<td>Biomedical Engineering</td>
<td>Catholic University of America</td>
<td><a href="mailto:06tebebi@cardinalmail.cua.edu">06tebebi@cardinalmail.cua.edu</a></td>
</tr>
</tbody>
</table>
Caryn Terwilliger  
*Recruiter*
cterwill@bloomu.edu

John Tetnowski  
*Faculty Mentor*
Counseling Psychology
University of Louisiana at Lafayette
tetnowski@louisiana.edu

Mai Thai  
*AGEP Scholar*
Sociology
Indiana University Bloomington
maithai@indiana.edu

Kendra Thomas  
*SREB Scholar*
Ball State University
kjedwards@bsu.edu

Martina Thomas  
*SREB Program Graduate*
Anthropology
University of Alabama
mcolon@crimson.ua.edu

Charlос Tόnнsοn  
*SREB Program Graduаte*
University of Louisville
charlos.thompson@kysu.edu

Jody Thompson-Marshall  
*Recruiter*
Curriculum and Instruction
Virginia Polytechnic Institute and State University
jodyt@vt.edu

Charmane Thurmand  
*New England Faculty*
Educational Leadership and Administration
University of Connecticut
charmane.thurmand@uconn.edu

Linda Tolan  
*Recruiter*
latcad@rit.edu

Ivory Toldson  
*Presenter*
Education
Howard University
Ivory.Toldson@ed.gov

Vanessa Torres  
*Gates Millennium Scholar*
Health/Public/Community
University of Washington-Seattle Campus
Vantorres1205@gmail.com

Zaria Torres  
*Sloan Scholar*
Environmental Science
Texas A&M University
zaria.torres@ag.tamu.edu

Lorraine Torres-Castro  
*NASA Scholar*
Physics
University of Puerto Rico, Rio Piedras
loraine.torres@hotmail.com

Kimani Toussaint  
*Presenter*
Electrical Engineering
Boston University
ktoussai@illinois.edu

Sonja Trent-Brown  
*Recruiter*
Psychology
Hope College
trentbrown@hope.edu

Yolanda Trevino  
*Compact Staff*
Educational Leadership and Administration
Indiana University Bloomington
ytrevino@iu.edu

Arcella Trimble  
*SREB Program Graduate*
Counseling Psychology
University of Southern Mississippi
trim12@gmail.com

Juanita Trusty  
*SREB Scholar*
Business Management
University of Memphis
juanita.trusty@yahoo.com

Laura Tubbs  
*Recruiter*
Rochester Institute of Technology
letsch@rit.edu
Michael Tubergen
Recruiter
Chemistry
Kent State University
mtuberge@kent.edu

Claudette Tucker
Gates Millennium Scholar
Education
University of Georgia
c Tucker569@gmail.com

Renetta G. Tull
Presenter
Engineering
Northwestern University
rtull@umbc.edu

Chanell Turner
Administrator
Georgia State University
Chanell.turner@sreb.org

George Turner
SREB Senior Scholar
Secondary Education and Teaching
Auburn University
get0002@tigermail.auburn.edu

Leah Turner
SREB Scholar
Education
Ohio University
leahturner129@gmail.com

Kenneth Tyler
Faculty Mentor
University of Kentucky
kennethmauricetyler@yahoo.com

Margaret Tyler
Presenter
Administration of Special Education
Harvard University
Thetylergroup1@gmail.com

Melissa Tyler
Faculty Mentor
Virginia Commonwealth University
mtyler@vcu.edu

Quentin Tyler
SREB Program Graduate
University of Kentucky
quentin.tyler@uky.edu

Innocent Udom
Sloan Graduates
Chemical Engineering
University of Phoenix – West Florida Campus
iudom@mail.usf.edu

Kenneth Ulmer
SREB Scholar
Social Work
University of Alabama
ulmer004@crimson.ua.edu

Janice Underwood
SREB Scholar
Curriculum and Instruction
Old Dominion University
junderwood@hampton.k12.va.us

Kimyata Valere
Sloan Scholar
Biomedical Sciences
University of Medicine and Dentistry of New Jersey
valerekb@njms.rutgers.edu

Cherish Vance
Sloan Scholar
Engineering
Texas A&M University
cvance@tamu.edu

Scott Vanderstoep
Guest
Educational Psychology
Hope College
vanderstoep@hope.edu

Kelechi Uzochukwu
SREB Senior Scholar
Public Policy
Georgia State University
kelechi123@aol.com

Leonardo Valdivieso
AGEP Scholar
Biochemistry
Rutgers
valdivieso.leonardo@gmail.com

Jasmine Valentin
AGEP Scholar
Zoology/Animal Biology
SUNY at Stony Brook
jasmine.valentin@stonybrook.edu

Kimyata Valere
Sloan Scholar
Biomedical Sciences
University of Medicine and Dentistry of New Jersey
valerekb@njms.rutgers.edu

Cherish Vance
Sloan Scholar
Engineering
Texas A&M University
cvance@tamu.edu

Scott Vanderstoep
Guest
Educational Psychology
Hope College
vanderstoep@hope.edu
Karen Vang
Gates Millennium Scholar
Rehabilitation and Education Research
California State University - Chico
vangkaren@hotmail.com

Gaia Vasiliver-Shamis
Presenter
Emory University
gaia.vasiliver-shamis@emory.edu

Sebastián Vega
Presenter
Chemical Engineering
Rutgers
sabvega@gmail.com

Jose Vega-Guzman
Sloan Graduates
Applied Mathematics
Howard University
jmvg82@gmail.com

Maria Vega-Rodriguez
Sloan Scholar
Oceanography
University of South Florida
mariavegarod@mail.usf.edu

Veronica Vieira
Recruiter
vvieira@uci.edu

Anthony Villa
AGEP Scholar
Secondary Education and Teaching
Stanford University
anthony1@stanford.edu

Marisol Villafañe-Delgado
Sloan Scholar
Michigan State University
villafa4@msu.edu

Gabriel Villar
Sloan Scholar
Zoology/Animal Biology
Pennsylvania State University
gwv5020@psu.edu

Romimna Villasenor
Gates Millennium Scholar
Education
DePaul University
ROMINNAVILLASENOR@GMAIL.COM

Karen Villegas
Gates Millennium Scholar
Elementary Education and Teaching
University of California, Los Angeles
karenvill@ucla.edu

James Vines
SREB Senior Scholar
Educational Leadership and Administration
Clemson University
jevines@g.clemson.edu

W

Clifton Wagner
Sloan Scholar
Chemistry
University of California, Davis
cfwagner@ucdavis.edu

Noelle Wakefield
AGEP Scholar
Molecular Biology
Northwestern University
noellewakefield2011@u.northwestern.edu

Kyle Walcott
Gates Millennium Staff
Georgia State University
kyle.walcott@gmsp.org

Chelsea Walker
SREB Scholar
Biochemistry
Georgia Institute of Technology
cawalker@gatech.edu

Jeffrey Walker
Gates Millennium Scholar
Health/Public/Community
Emory University
jdawalker@gmail.com

Karl Walker
SREB Program Graduate
Computer Science
University of Arkansas at Pine Bluff
walkerk@uapb.edu
Shanise Walker  
AGEP Scholar  
Mathematics  
Iowa State University  
shanise1@iastate.edu

Brittany Walls  
SREB Scholar  
Clinical Psychology  
University of Kentucky  
brittany.walls@alumni.duke.edu

Aileen Walter  
Guest  
awalter@nacme.org

Treniqka Walters  
SREB Senior Scholar  
Meharry Medical College  
twalters09@email.mmc.edu

Alaina Walton  
Gates Millennium Staff  
Spelman College  
awalton@apisf.org

Brian Walton  
Sloan Scholar  
Biomedical Engineering  
Texas A&M University  
brian.m.walton@gmail.com

Michelle Walton  
SREB Senior Scholar  
Communications  
University of Alabama  
michellemwalton@gmail.com

Marcus Ware  
Gates Millennium Staff  
Political Science  
Howard University  
marcus.ware@gmsp.org

Bevlee Watford  
Presenter  
Engineering  
Virginia Polytechnic Institute and State University  
bwatford@nsf.gov

John Watkins  
Faculty Mentor  
Gerontology  
University of Kentucky  
legg173@uky.edu

Pilanda Watkins-Curry  
SREB Scholar  
Louisiana State University and Agricultural & Mechanical College  
pilanda.mcdougald@gmail.com

Marva Watson  
Recruiter  
Multicultural Education  
University of Alaska Anchorage  
mjwatson@uaa.alaska.edu

Elton Weaver  
SREB Program Graduate  
History  
University of Memphis  
elton.weaver@loc.edu

Angela Webster  
Recruiter  
awebster@uca.edu

Y’Esha Weeks  
SREB Scholar  
University of Tennessee, Knoxville  
yvweeks@gmail.com

Ebony Weems  
SREB Scholar  
Microbiology  
Meharry Medical College  
eeweems09@email.mmc.edu

Courtney Welch  
McNair Scholar  
School Psychology  
Tougaloo College  
courtneylw2010@yahoo.com

Brandi Wells  
SREB Program Graduate  
School Psychology  
Georgia State University  
brandiwilkes@yahoo.com

Tyra Wheeler-Zubia  
Guest  
tyra.wheeler.zubia@nasa.gov

Curtis White  
Recruiter  
cdwhite@clemson.edu
Dominique White  
*SREB Scholar*  
Indiana University-Purdue University - Indianapolis  
doawhite@iupui.edu

Simone White  
*Sloan Scholar*  
Genetics  
Cornell University  
slw257@cornell.edu

Diana Whitlock  
*Recruiter*  
Educational Leadership and Administration  
University of Louisville  
diana.whitlock@louisville.edu

Ani Whitmore  
*SREB Senior Scholar*  
Developmental and Child Psychology  
Georgia State University  
a Whitfield2@student.gsu.edu

Christopher Whitt  
*Presenter*  
Political Science  
Augustana College  
christopherwhitt@augustana.edu

JeffriAnne Wilder  
*Recruiter*  
Sociology  
University of North Florida  
j.wilder@unf.edu

Leon Wiles  
*Recruiter*  
Leonw@clemson.edu

Deon Wilkins  
*LSAMP Scholars*  
Engineering  
Florida International University  
dwik014@fiu.edu

Daniel Williams  
*SREB Program Graduate*  
Biomedical Sciences  
North Carolina Central University  
dwilli8@yahoo.com

Jarquees Williams  
*SREB Scholar*  
Chemistry  
University of Georgia  
willjagsu11@gmail.com

Jeremy Williams  
*SREB Program Graduate*  
Geological Sciences  
Ohio State University  
williams.5377@osu.edu

Krystaufeux Williams  
*Sloan Graduates*  
Materials Science Engineering  
Pennsylvania State University  
kxw200@psu.edu

Lashonda Williams  
*SREB Scholar*  
University of South Carolina, Columbia  
lashondajwilliams@gmail.com

Nathaniel Williams  
*SREB Scholar*  
Urban Education and Leadership  
Indiana University-Purdue University - Indianapolis  
williana@umail.iu.edu

Ronald Williams  
*Recruiter*  
Western Illinois University  
r c - williams@wiu.edu

Shayla Willis  
*Gates Millennium Scholar*  
Educational Leadership and Administration  
Purdue University  
shaylawillis4@gmail.com

Alina Wilson  
*SREB Scholar*  
Electrical Engineering  
University of South Carolina, Columbia  
wilso242@email.sc.edu

Krystle Wilson  
*SREB Program Graduate*  
Computer Science  
Jackson State University  
kry sl e.d.wilson@gmail.com
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Institution</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Otto Wilson</td>
<td>Sloan Director</td>
<td>Biomedical Engineering</td>
<td><a href="mailto:wilsono@cua.edu">wilsono@cua.edu</a></td>
</tr>
<tr>
<td>Sherry Woodley</td>
<td>Sloan Director</td>
<td>Public Administration</td>
<td><a href="mailto:sherry.woodley@asu.edu">sherry.woodley@asu.edu</a></td>
</tr>
<tr>
<td>Jamira Young</td>
<td>McNair Scholar</td>
<td>Sociology</td>
<td><a href="mailto:Jamira_Young@bloomfield.edu">Jamira_Young@bloomfield.edu</a></td>
</tr>
<tr>
<td>Tomorrow Wilson</td>
<td>Sloan Scholar</td>
<td>Health Psychology</td>
<td><a href="mailto:tw1103@psu.edu">tw1103@psu.edu</a></td>
</tr>
<tr>
<td>Irvin Wright</td>
<td>Recruiter</td>
<td>Urban Education and Leadership</td>
<td><a href="mailto:iwright@bloomu.edu">iwright@bloomu.edu</a></td>
</tr>
<tr>
<td>Marissa Young</td>
<td>SREB Scholar</td>
<td>Rehabilitation and Education Research</td>
<td><a href="mailto:Mxy5598@louisiana.edu">Mxy5598@louisiana.edu</a></td>
</tr>
<tr>
<td>James Wimbush</td>
<td>Guest</td>
<td>Indiana University Bloomington</td>
<td><a href="mailto:jenningj@iu.edu">jenningj@iu.edu</a></td>
</tr>
<tr>
<td>Jinelle Wint</td>
<td>AGEP Scholar</td>
<td>Cellular Biology</td>
<td><a href="mailto:jinelle.wint@stonybrook.edu">jinelle.wint@stonybrook.edu</a></td>
</tr>
<tr>
<td>Karian Wright</td>
<td>Recruiter</td>
<td>SUNY at Stony Brook</td>
<td><a href="mailto:karian.wright@stonybrook.edu">karian.wright@stonybrook.edu</a></td>
</tr>
<tr>
<td>Sheila Yu</td>
<td>Gates Millennium Scholar</td>
<td>Health/Public/Community</td>
<td><a href="mailto:sheilayu@utexas.edu">sheilayu@utexas.edu</a></td>
</tr>
<tr>
<td>Keith Wisdom</td>
<td>Recruiter</td>
<td>Kent State University</td>
<td><a href="mailto:kwisdom@kent.edu">kwisdom@kent.edu</a></td>
</tr>
<tr>
<td>Tammy Wright</td>
<td>Administrator</td>
<td>Clayton State University</td>
<td><a href="mailto:tammy.wright@sreb.org">tammy.wright@sreb.org</a></td>
</tr>
<tr>
<td>Steve Zambrano</td>
<td>Sloan Scholar</td>
<td>Biomedical Engineering</td>
<td><a href="mailto:zambranosteve@yahoo.com">zambranosteve@yahoo.com</a></td>
</tr>
<tr>
<td>Danita Wynes</td>
<td>SREB Scholar</td>
<td>Counseling Psychology</td>
<td><a href="mailto:dwynes29@gmail.com">dwynes29@gmail.com</a></td>
</tr>
<tr>
<td>Tamika Zapolski</td>
<td>Faculty Mentor</td>
<td>Clinical Psychology</td>
<td><a href="mailto:tzapolsk@iupui.edu">tzapolsk@iupui.edu</a></td>
</tr>
<tr>
<td>Shelia Witherspoon</td>
<td>Presenter</td>
<td></td>
<td><a href="mailto:switherspoonphd@gmail.com">switherspoonphd@gmail.com</a></td>
</tr>
<tr>
<td>Veronica Womack</td>
<td>Presenter</td>
<td>Political Science</td>
<td><a href="mailto:veronica.womack@gcsu.edu">veronica.womack@gcsu.edu</a></td>
</tr>
<tr>
<td>Annice Yarber</td>
<td>SREB Program Graduate</td>
<td>Sociology</td>
<td><a href="mailto:ayarber@aum.edu">ayarber@aum.edu</a></td>
</tr>
<tr>
<td>Y</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>
Jose Zayes-Castro
Sloan Director
University of South Florida
josezaya@usf.edu

Alan Zehnder
Sloan Director
Cornell University
atz2@cornell.edu

Kurt Zeller
Recruiter
kzeller@UR.Rochester.edu

Patricia Zungoli
Faculty Mentor
Zoology/Animal Biology
Clemson University
pzngl@clemson.edu
CROSS REFERENCE
Graduate Scholars by Discipline

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

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
## 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
- Kristeenah Ray, SREB
- Aixa Rivera-Pagan, Bridges
- Jacqueline 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
- Daysi 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
- Delauren McCauley, SREB
- Myreisa Morales, NASA
- Oscar Morales, AGEP
- Edwin Ortiz-Quiles, NASA
- Maurice Payne, Sloan
- Elizabeth Raymond, Bridges
- Daniel Rivera-Vazquez, Sloan
- Jennai 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

## 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

## Computational Mathematics
- Malcom Devoe, SREB

## Curriculum and Instruction
- Shade Adu, Gates
- Justin Ballenger, SREB
- Moraima Castro-Faix, AGEP
- Michael Harris, SREB
- Marcus Howard, Gates
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### Early Childhood Education
- Eliza Allen, SREB

### Economics
- Stephanie Fortune-Taylor, 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 McLeish, Gates
- Sheryl Means, SREB
- Erick Moffett, SREB
- Xavier Monroe, AGEP
- LaTasha Price, SREB

### Astronautics and Aviation
- Xavier Monroe, AGEP

### Elementary Education and Teaching
- Latoya Johnson, Gates
- Courtney Tarver, Gates
- Karen Villegas, Gates

### Engineering
- Gina Bullock, NASA

### 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 Germano Blondet, Sloan
- Myriam Diaz Martinez, SREB
- Renea Faulkner, AGEP
- Nicole Febles, Sloan
- Justin Garcia, Sloan
- Javier Garza, Sloan
- Jordon Gilmore, SREB
- Khadijatou 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
- Sandra Prieto, SREB
## CROSS REFERENCE
### Graduate Scholars by Discipline

**2014 Compact for Faculty Diversity Institute on Teaching and Mentoring**

<table>
<thead>
<tr>
<th>Chemical Engineering</th>
<th>Electrical Engineering</th>
<th>Mechanical Engineering</th>
<th>Materials Science Engineering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kristin Reddoch, Sloan</td>
<td>Karah Kelly, Gates</td>
<td>Seaborn Carter, Sloan</td>
<td>Zakaria Al Balushi, Sloan</td>
</tr>
<tr>
<td>Roberto Silva, Sloan</td>
<td>Jereny Magruder, AGEP</td>
<td>Dorian Davis, Sloan</td>
<td>Katrina Bermudez, NASA</td>
</tr>
<tr>
<td>Tiffany St. Bernard, Sloan</td>
<td>Gerardo Pinzoni, AGEP</td>
<td>Daniela Gonzalez, Sloan</td>
<td>Mel Hainey, Sloan</td>
</tr>
<tr>
<td>Brittany Taylor, FASEB</td>
<td>Victor Roland, SREB</td>
<td>Carlos Parra Forero, Sloan</td>
<td>Spencer Hawkins, NASA</td>
</tr>
<tr>
<td>Pamela Tebebi, Sloan</td>
<td>Mark Santana, Sloan</td>
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<td>Nhi Le, Gates</td>
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<tr>
<td>Brian Walton, Sloan</td>
<td>Denise Smith, Sloan</td>
<td></td>
<td>Celest Okoli, AGEP</td>
</tr>
<tr>
<td>Steve Zambrano, Sloan</td>
<td>Juan Solis, LSAMP Scholars</td>
<td></td>
<td>Derrick Stokes, SREB</td>
</tr>
</tbody>
</table>

### Chemical Engineering
- Yaset "Ace" Acevedo, Sloan
- Olukemi Akintewe, Sloan
- Keshia Ashe, Bridges
- Olajide Banks, AGEP
- Joseph Fernandez, Sloan
- Bradley Gano, 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
- Catherine Armwood, Sloan
- 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

### Materials Science Engineering
- Zakaria Al Balushi, Sloan
- Katrina Bermudez, NASA
- Mel Hainey, Sloan
- Spencer Hawkins, NASA
- Nhi Le, Gates
- Celest Okoli, AGEP
- Derrick Stokes, SREB

### Electrical Engineering
- Jamin Ashley, SREB
- Corey Baker, AGEP
- Brian Calderon, Sloan
- Cezanne Camacho, AGEP
- Marvin Carr, Gates
- Blair Fleet, Sloan
- John Gibson, LSAMP Scholars
- Michael Grady, Sloan
- Jose Matteo, LSAMP Scholars
- Ebony Mayhorn, Sloan
- Kelly Mesa, LSAMP Scholars
- Ral Munoz, NASA
- Korede Oladimeji, Sloan
- Krystine Pimentel, LSAMP Scholars
- Israel Ramirez, Sloan
- Karina Rincon, LSAMP Scholars
- Jose Sandoval, Gates
- Alina Wilson, SREB

### Mechanical Engineering
- Arturo Acosta-Zamora, NASA
- Laura Byrnes-Blanco, Sloan
- Luisa Cabrera-Maynez, NASA
- Armando Delgado, NASA
- Betsegaw Gebrehiwot, Sloan
- Mera Hawkins, NASA
- Kimberly Hogge, NASA
- Malcom Nicholas, NASA
- Shawnanee Patrick, AGEP
- Kahntinetta Pr’Out, AGEP
- Rafael Rodriguez, Sloan
- Nathan Suppanade, NASA

### Geotechnical Engineering
- Corrie Walton-Macaulay, SREB

### Industrial Engineering
- Patricia Banks, Sloan
- Jessye Bemley, Sloan

### Nuclear Engineering
- Daniel Lago, Sloan

### Polymer/Plastics Engineering
- Jessica Piness, NASA
# CROSS REFERENCE

## Graduate Scholars by Discipline

### 2014 Compact for Faculty Diversity Institute on Teaching and Mentoring

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Scholars</th>
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<tbody>
<tr>
<td><strong>English</strong></td>
<td>Igdalia Covarrubias, Gates</td>
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<tr>
<td></td>
<td>April Davenport, SREB</td>
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<td>Shahara'Tova Dente, SREB</td>
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<td>Elvia Espinoza, Gates</td>
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<td>Tracey Gholston, SREB</td>
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<td><strong>Environmental Science</strong></td>
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<td></td>
<td>Ashley Belle, AGEP</td>
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<td>Dawson Fairbanks, Sloan</td>
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<td>Keyla Soto Hidalgo, NASA</td>
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<td>Eboni Hall, Sloan</td>
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<td>Wilmer Rivera De Jesus, NASA</td>
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<td>Gabriela Sosa, Sloan</td>
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<td><strong>Environmental Studies</strong></td>
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<td>Frances Roberts-Gregory, Gates</td>
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<td>Jamal Jones, SREB</td>
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<td>Chelsea Singleton, FASEB</td>
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<td><strong>Ethnic, Cultural Minority, and Gender Studies</strong></td>
<td>Jaylynn Balatche, Gates</td>
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<td>Lanita Campbell, SREB</td>
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<td><strong>Genetics</strong></td>
<td>Cheryl Bell, NE</td>
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<td>Adam Sarafian, NASA</td>
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<td>Shauni Armstead, Gates</td>
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<td>Le Datta Grimes, SREB</td>
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<td>Diamond Jackson, SREB</td>
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<td><strong>Administration</strong></td>
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<td>Adeboyega Akinsiku, AGEP</td>
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<td>Kelechi Ikiegwu, NASA</td>
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<td>Nicholas Murray, FASEB</td>
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<td>Ren-Jay Shei, SREB</td>
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</table>

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CROSS REFERENCE
Graduate Scholars by Discipline

Languages
Valencia Tamper, SREB

Literature
Pamela Kirkpatrick, SREB

Mathematics
Chassidy Bozeman, AGEP
Mario Gutierrez, McNair
Milisha Hart, SREB
Bolanle Salaam, Sloan
Shanise Walker, AGEP

Multicultural Education
Erica Bass-Flimmons, SREB
William Bean, SREB
Brittany Garvin, SREB
Judy Her, Gates
Tennille Lasker-Scott, SREB
Karla Lomeli, AGEP

Neuroscience
Biafra Ahanonu, Gates
Alejandra Camacho, AGEP
Joyonna Gamble-George, SREB
James Hassell, AGEP
Ariel Negron, AGEP

Nursing
Camille Koroma, AGEP
Jade McBroom, McNair

Oceanography
John Paul Balmonte, AGEP
Dinorah Chacin, Sloan
Adrienne George, Sloan
Jessica Kenigson, NASA
Abdel Laureano-Rosario, Sloan
Natasha Mendez-Ferrer, Sloan
Maria Vega-Rodriguez, Sloan

Organic Chemistry
Joshua Akhigbe, AGEP
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
Raul Acevedo, NASA
Vernita Adkins, LSAMP Scholars
Kirk Barrow, SREB
Melanie Brady, NASA
Desmond Campbell, SREB
Moises Castillo, NASA
Christina Chu, NASA
Brian Cooper, Sloan
Taeyujuana 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
G’Breille Muhammad, LSAMP Scholars
Ivan Padron, SREB
Kenneth Perez Quintero, NASA
Adriana Rivera, NASA
Garrett Rodriguez, Sloan
Angel Ruiz, NASA
Dilson 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
CROSS REFERENCE
Graduate Scholars by Discipline

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Psychology
Jorge Alcaraz, Gates
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
Beshaun Davis, SREB
Kimberlye Dean, SREB
Andrea DePetrís, 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

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
Everett 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
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 Jeff-Albert, Gates
Nicole Mainor, McNair
Brienne Painia, SREB
Martin Puga, McNair
Makeda Roberts, SREB
Mai Thai, AGEP
Jamira Young, McNair

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

Soil Sciences
Keya Howard, Sloan

Special Education and Teaching
Millicent Carmouche, SREB
Lenisa Joseph, AGEP

Statistics
Ezell Allen, SREB
Brian Oh, Gates