



25<sup>th</sup> Annual

# Institute on Teaching and Mentoring

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*The March Toward Faculty Diversity*

## Program Agenda

October 25 – October 28, 2018

Crystal Gateway Marriott

Arlington, Virginia



## A Legacy of Access, Opportunity and Success

Kansas State University has long maintained a demonstrable commitment to diversity and inclusion. Since 1863, as the nation's first operational land-grant university, K-State has heralded "full educational privileges" with open enrollment to all students regardless of gender, race or creed. From the very beginning, our commitment to access, opportunity and success has remained unchanged.

K-State strives to be an institution of higher learning that values and champions the contributions, interests and narratives of diverse cultural and social groups. We prepare our students for global citizenry through an increased depth of understanding and critical examination of issues and topics along the diversity continuum. No matter your field of expertise or professional goals, K-State offers an unbeatable combination of opportunity and support. K-State has been recognized at the national level for our diversity and inclusion efforts. We also have a long history of offering institutional awards for diversity.

### National Awards

- 2014-Present** — Insight Into Diversity Higher Education Excellence in Diversity (HEED) Award
- 2016-Present** — Big XII Most Outstanding Black Student Union (12 of the last 13 years)
- 2017** — Campus Pride Best of The Best Top 25 LGBTQ Friendly Colleges and Universities
- 2017** — College Choice 50 Best Colleges for LGBTQ Students
- 2017** — Advocate Magazine Top 10 Trans-supportive Colleges in the U.S.
- 2017** — 8th Annual Compete Sports Diversity Award (Petey Awards)
- 2018** — Insight Into Diversity Inspiring Programs in STEM Award
- 2018** — Business Insider Top 20 Best College Towns
- 2018** — No. 2 in Livability's Top 100 Best Places to Live

### Institutional Awards

- 1978-Present** — Commerce Bank Presidential Diversity Award for Faculty and Staff
- 1996-Present** — Commerce Bank Presidential Diversity Award for Students
- 2003-Present** — University Outstanding Department or Unit Award for Enhancing Diversity

### Leadership Opportunities

Dean, College of Veterinary Medicine  
 Dean, College of Agriculture and Director, Kansas State Research and Extension  
 Dean and CEO, Kansas State Polytechnic

Learn more about careers at K-State. [k-state.edu/careers](https://k-state.edu/careers)

# Welcome to the 2018 Institute on Teaching and Mentoring

Hello everyone, and welcome to the 25th annual Institute on Teaching and Mentoring. The Institute planning committee and our many longtime supporting organizations are proud of this event, which helps so many scholars bolster their professional growth, 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 have nearly 1,000, including hundreds of Ph.D. students now in the pipeline. We especially want to welcome all the faculty mentors who accompany the scholars. Mentors play an important role in the development of doctoral scholars, and faculty mentor participation contributes uniquely to the experiences of those at the Institute.

Here at the Institute, you will find sessions for specific subjects and fields, sessions for groups, and sessions on important topics that will contribute to your success in graduate school and the academy. These sessions are led by top professionals with skill sets from a variety of fields. We encourage you to select the sessions that will be most helpful to you. Sessions can fill up, so arrive early!

The focus this year is celebrating the Institute's 25th anniversary. In your packets you will find a new Institute publication that examines the Institute's growth and importance in many lives, including those of our co-founders. The publication also looks to the future as we work to determine how the conference can evolve to serve today's scholars even better. We hope the stories in this publication inspire you.

The Institute continues to go green, so please download our conference app, Guidebook. It allows you to connect with fellow scholars, create your personal schedule, preview which faculty recruiters will be in attendance, and more.

We want to express tremendous appreciation and thanks to the many organizations, agencies, institutions and staff members whose hard work makes this event possible. Please let us know how we can make the Institute even better for each of you, especially as we celebrate this 25th year with a view to the future.

In the words of former Institute/SREB scholar Dr. Selina Mireles, graduate of the University of Texas at Austin and now Dean of Education at the University of Texas of the Permian Basin, her first visit to the Institute was, quite simply, "a miracle."

We hope you'll recognize the special value of the Institute and the power all of us share in preparing new generations of scholars to succeed in every field. Your ingenuity, passion and talent will carry us forward. We're proud of you. Now, let's celebrate our 25th year together!



# 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.

## **The 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.

## **Save the Date for the 26<sup>th</sup> Annual Institute**

October 24 -27, 2019 • Atlanta, Georgia • Atlanta Marriott Marquis



## 4 Steps for Success at the Institute!

1. **Download Guidebook!** Search Guidebook in any mobile app store, and search for the 2018 Institute on Teaching and Mentoring Guide. Use the app to:
  - a. Access the schedule, session descriptions and speaker information.
  - b. Make a “Must Meet List” for colleagues and recruiters you want to connect with.
  - c. Sign up for any vacant CV review sessions.
  - d. See where recruiter institutions are located.
  - e. Plan your day in advance.
2. **Always be ready for a job offer!**
  - a. Dress for success! Look like the academic professional you are.
  - b. Always have your business cards accessible.
  - c. Have your pitch ready! Be ready to talk concisely about yourself and your interest.
  - d. Have your curriculum vitae handy. You never know when a recruiter will want to take the conversation further.
3. **Know the What, When and Where!**

Take note of the times of any mandatory meetings for your specific group.
4. **Use your voice to keep the Institute going!**
  - a. Complete evaluation forms. Your feedback helps us to make each Institute better than the last.
  - b. Note session codes in the agenda/Guidebook app for session evaluations.
  - c. Introduce yourself to your local, state or program representatives in attendance. Your voice of appreciation goes a long way to show that the Institute is needed.

guidebook

2018 Institute on Teaching and Mentoring

<https://guidebook.com/g/2018otm/>



- Visit the above URL on your device.
- Tap the “download” button to get the free Guidebook app.
- Open Guidebook and look for the guide **2018 Institute on Teaching and Mentoring**.

# **Institute on Teaching and Mentoring Evaluation Instructions**

We value your feedback! Receiving your completed evaluation form is the only way we can record and quantify your Institute experience. Providing feedback 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 Sessions**

Fill out the paper scantron sheets provided at each session.

## **Plenary Sessions and Overall Institute Evaluations**

If you have a smartphone/tablet device and Guidebook, you can access the evaluation form using the QR barcode below.

Use Guidebook to read the QR code:

Open the Guidebook app and select the QR Reader on the app menu.  
Scan the QR barcode listed below.

If you need to access the code after the sessions:

This code can also be found on our Institute site —  
<http://www.instituteonteachingandmentoring.org/>

**Overall Institute Evaluation:**



# **Scholar Directory**

## **A Tool for Networking and Recruiting**

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

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

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

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

This is one of many ways that the Institute is assisting you and other minority Ph.D. scholars and graduates in 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 Acknowledges Institute Partners**

The goal of the Institute is to continue to increase the numbers of minority and underrepresented faculty in our nation's higher education academic 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 a partnership with several organizations. These partnerships provide access to a wider network of professionals who can assist you as you grow and develop in your career.

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

630 Fifth Avenue, Suite 2200

New York, NY 10111

(212) 649-1649

**[www.sloan.org](http://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](http://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-Jenkins Predoctoral Fellowship Project (JPFP)**

NASA Ames Research Center, Mail Stop 226-8

Moffett Field, CA 94035-1000

(650) 604-5000

**[www.nasa.gov](http://www.nasa.gov)**

The Jenkins Predoctoral 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, a Fellows Orientation, a Technical Exchange Symposium and the competitive Mini Research Award Program.

**National Center for Faculty Development & Diversity**

2885 Sanford Ave. SW, Suite 27580

Grandville, MI 49418

(313) 347-8485

**[www.facultydiversity.org](http://www.facultydiversity.org)**

The National Center for Faculty Development & Diversity is a community of 40,000 graduate students, post-docs and faculty members who 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.

**SREB-State Doctoral Scholars Program (SREB)**

592 10th St. N.W.

Atlanta, GA 30318-5776

(404) 875-9211

**[www.sreb.org](http://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.

# National Science Foundation

## 2018 Evaluation Study Results

The Southern Regional Education Board (SREB), with support from the National Science Foundation (NSF), conducted an evaluation study of the Institute on Teaching and Mentoring (Institute). The study evaluated data from Institutes that took place from 2011 through 2016. Data were collected via online surveys from participants who attended at least one Institute while pursuing their Ph.D. In addition to perspectival data from all survey respondents on the value of their experiences at the Institute, employment outcomes from respondents who had completed their degree programs at the time of the survey were also assessed. These data were compared with data from the Survey of Doctorate Recipients (SDR) from the same time period, as a nationally representative baseline, to determine if differential patterns of success or perceptions of effective professional preparation were associated with Institute participation.

Following are highlights from key findings:

1. Institute participants overwhelmingly reported that their experiences at the Institute were “extremely important” to their academic and professional success.
2. Both alumni and participants still enrolled in Ph.D. programs rated Institute sessions designed to support completion of the dissertation as holding the greatest value and contributing most substantially to their academic success.
3. Alumni reported that if they had the opportunity to repeat their graduate training, they “would definitely” attend the Institute at a significantly greater rate than pursuing the Ph.D. in general, pursuing the Ph.D. in their original field of study, or selecting the same university at which to receive their degree.
4. Alumni indicated that the Institute was at least as effective in preparing them to collaborate with colleagues, verbally communicate about their research, and communicate about their research with a variety of audiences as were their Ph.D. programs.
5. Institute alumni are significantly more likely than their SDR counterparts to hold employment at a four-year college or university.
6. Female alumnae of the Institute are significantly more likely than female respondents to the SDR to indicate that their current employment is closely related to their Ph.D. and to indicate that they currently hold a faculty position.
7. Black Institute alumni are significantly more likely than their SDR counterparts to be engaged in employment for which their primary activity is basic research.
8. Overall, Institute alumni are significantly less likely than their SDR peers to have an annual income in the bottom three income brackets.



# 2018 Institute Agenda at a Glance

All scholars should attend activities shown below in **bold**.  
See the "Agenda in Detail" for sessions that are **REQUIRED** or recommended for your scholar group.  
Curriculum Vitae (CV) Review Sessions will be available daily. See schedule at registration desk.

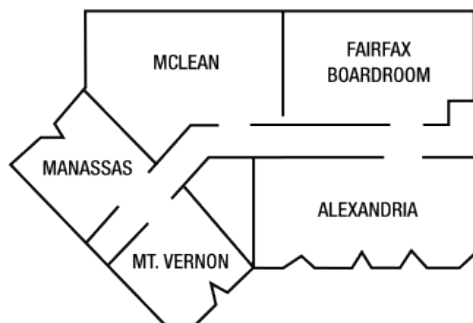
*All sessions are at the Crystal Gateway Marriott in Arlington, Virginia*

<u>Day/Date</u>	<u>Time</u>	<u>Activity</u>	<u>Page</u>
<b>Thursday, October 25</b>			
	Noon - 8 p.m.	<b>Registration and Check-In</b>	29
	Noon - 9 p.m.	Networking Break/Faculty Recruiting Station Visits	29
	5:30 - 6:30 p.m.	<b>Orientations by Group — REQUIRED for ALL scholars</b>	29
	7 - 8 p.m.	<b>Welcome and Opening Reception</b>	30
	8 - 9 p.m.	Chalk Talk Training Session (for Chalk Talk presidors)	30
	8 - 9 p.m.	<b>Orientation for First-Year Institutionally Funded SREB Scholars — Required</b>	31
<b>Friday, October 26</b>			
	7 - 8:30 a.m.	<b>Breakfast Group Meetings</b>	33
	8:45 - 10:15 a.m.	<b>Welcome, Opening Session and Keynote Address</b>	34
	10:15 - 11 a.m.	Networking Break/Faculty Recruiting Station Visits	34
	11 a.m. - 12:15 p.m.	<b>Concurrent Interest Group Sessions or CV Reviews</b>	34
	12:30 - 2 p.m.	<b>Meet and Greet Luncheon and Plenary Session I</b>	36
	2 - 2:45 p.m.	Networking Break/Faculty Recruiting Station Visits	36
	2:45 - 4 p.m.	<b>Concurrent Interest Group Sessions or CV Reviews</b>	36
	4 - 5:15 p.m.	Networking Break/Faculty Recruiting Station Visits	38
	5:30 - 7:30 p.m.	<b>Institute Graduates' Awards Banquet</b>	38
<b>Saturday, October 27</b>			
	7 - 8 a.m.	<b>Chalk Talks and Networking Breakfasts by Discipline</b>	39
	8:15 - 9:30 a.m.	<b>Plenary Session II</b>	40
	9:30 - 10:15 a.m.	Networking Break/Faculty Recruiting Station Visits	40
	10:15 - 11:30 a.m.	<b>Concurrent Interest Group Sessions or CV Reviews</b>	40
	11:45 - 1 p.m.	<b>Concurrent Interest Group Sessions</b>	42
	1 - 2:30 p.m.	<b>Luncheon and Awards Program</b>	43
	3 - 4 p.m.	<b>Group Photos</b>	43
	4 p.m.	Free time (Dinner is on your own.)	43
<b>Sunday, October 28</b>			
	8:15 - 9:30 a.m.	Grants and Fellowships 101: Who, What, When, How — <b>REQUIRED for undergraduate scholars</b>	45
	8:30 - 9:30 a.m.	First-Year SREB-State Doctoral Scholars Meeting — <b>REQUIRED ONLY for newly awarded SREB scholars</b>	45
	9:45 - 11:30 a.m.	<b>Brunch and Closing Session</b>	45

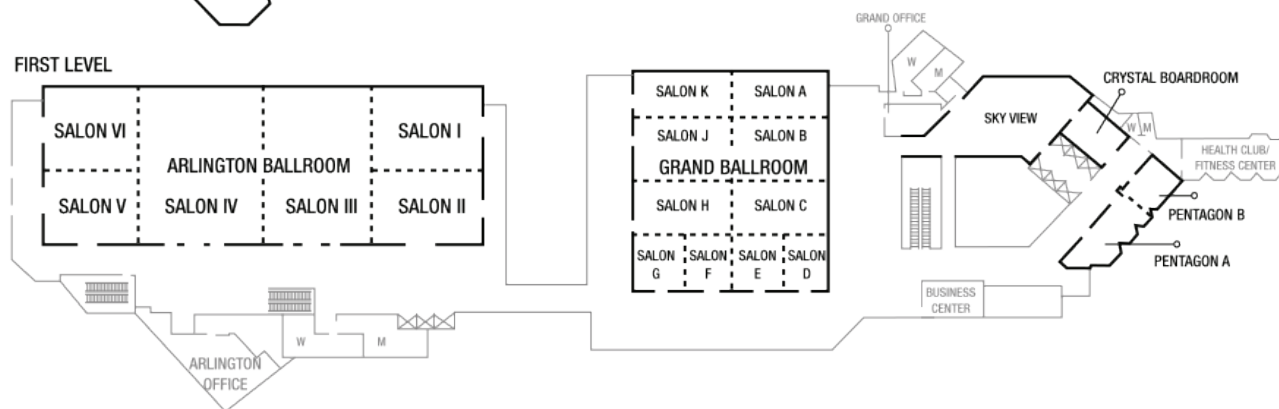
# Meeting Room Maps

**Crystal Gateway Marriott**  
 1700 Jefferson Davis Highway  
 Arlington, Virginia 22201  
 (703) 920-3230

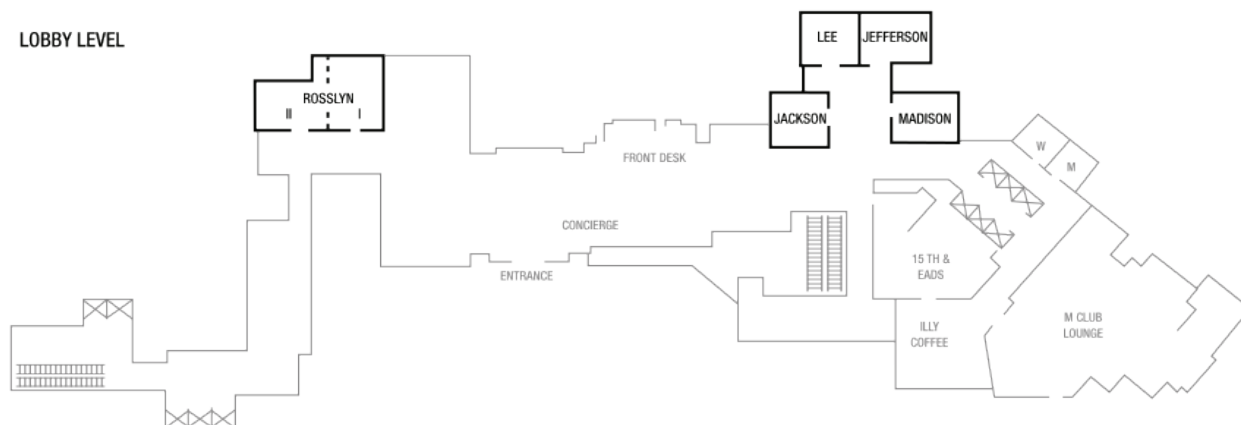
## SECOND LEVEL



## FIRST LEVEL



## LOBBY LEVEL



# Recruiter Institutions and Table Numbers

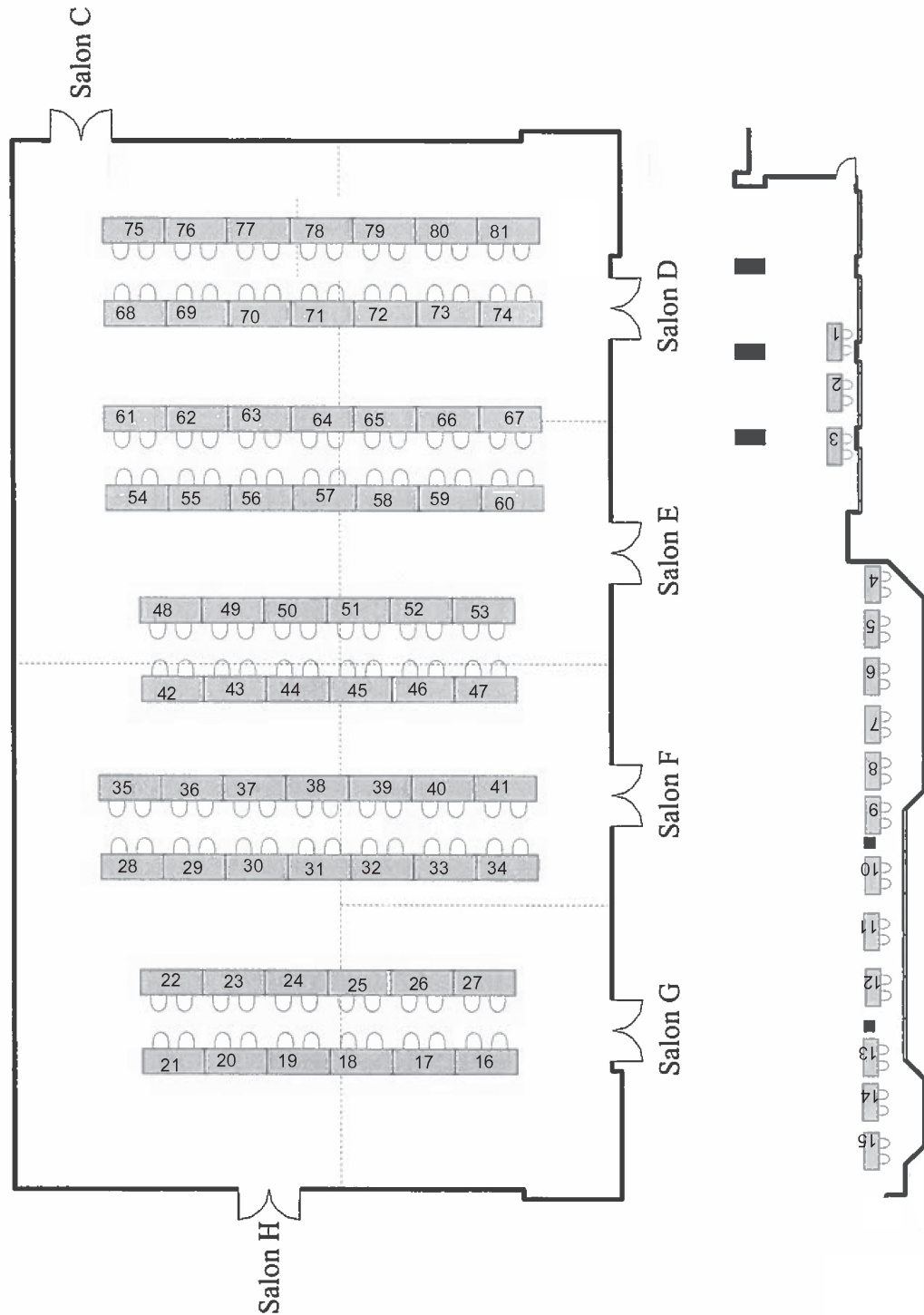
Arkansas State University (1) Jonesboro, AR	Indiana University-Purdue University, Indianapolis (58) Indianapolis, IN	Salem State University (2) Salem, MA
Auburn University (8) Auburn, AL	Ithaca College (76) Ithaca, NY	Slippery Rock University of Pennsylvania (65) Slippery Rock, PA
Augustana College (70) Rock Island, IL	Kansas State University (20) Manhattan, KS	The State University of New York at Buffalo (13) Buffalo, NY
Belmont University (48) Nashville, TN	Kent State University (10) Kent, OH	The State University of New York Buffalo State (54) Buffalo, NY
Bloomsburg University (72) Bloomsburg, PA	Loyola Marymount University (22) Los Angeles, CA	The State University of New York at Cortland (54) Cortland, NY
Boston University (6 & 7) Boston, MA	Metropolitan Community College (11) Landing, NE	The State University of New York at Oneonta (5) Oneonta, NY
Bridgewater State University (25) Bridgewater, MA	Metropolitan State University of Denver (63) Denver, CO	The State University of New York at Stony Brook (80) Stony Brook, NY
California State University, Sacramento (57) Sacramento, CA	Michigan State University (74) East Lansing, MI	Texas Christian University (75) Fort Worth, TX
California University of Pennsylvania (71) California, PA	Middle Tennessee State University (44) Murfreesboro, TN	The Ohio State University (66 & 67) Columbus, OH
Carnegie Mellon University (61) Pittsburgh, PA	Millersville University (73) Millersville, PA	The University of Alabama (15) Tuscaloosa, AL
Case Western Reserve University (4) Cleveland, OH	Nevada State College (37) Henderson, NV	The University of Mississippi (78) Oxford, MS
Creighton University (52) Omaha, NE	North Carolina State University (59) Raleigh, NC	University at Albany (49) Albany, NY
Duquesne University (53) Pittsburg, PA	Northeastern University (39) Boston, MA	University North Carolina-Charlotte (24) Charlotte, NC
East Tennessee State University (38) Johnson City, TN	Oklahoma State University (55) Stillwater, OK	University of Alaska, Anchorage (43) Anchorage, AK
Eastern Washington University (51) Cheney, WA	Old Dominion University (21) Norfolk, VA	University of Arkansas (45) Fayetteville, AR
Florida International University (17) Miami, FL	The State University at Oneonta (5) Oneonta, NY	University of Central Arkansas (50) Conway, AR
Framingham State University (23) Framingham, MA	Oregon State University (35) Corvallis, OR	University of Central Florida (47) Orlando, FL
Harvard University (18) Cambridge, MA	Otterbein University (69) Westerville, OH	University of Florida (62) Gainesville, FL
Higher Education Recruitment Consortium (12) San Francisco, CA	Philadelphia College of Osteopathic Medicine (56) Philadelphia, PA	University of Georgia (28) Athens, GA
Hope College (32) Holland, MI	Purdue University (68) West Lafayette, IN	University of Houston-Downtown (30) Houston, TX
Indiana University, Kokomo (64) Kokomo, IN	Rider University (36) Lawrenceville, NJ	

## Recruiter Representatives and Table Numbers, *continued*

University of Illinois at Urbana-Champaign (9) Champaign, IL	University of Missouri (31) Columbia, MO	Virginia Polytechnic Institute and State University (79) Blacksburg, VA
University of Kentucky (46) Lexington, KY	University of New Hampshire (26) Durham, NH	West Virginia University (27) Morgantown, WV
University of Louisiana at Lafayette (77) Lafayette, LA	University of North Florida (40) Jacksonville, FL	William & Mary (33) Williamsburg, VA
University of Maryland, Baltimore County (41) Baltimore, MD	University of Oklahoma (14) Norman, OK	Williams College (81) Williamstown, MA
University of Miami (19) Coral Gables, FL	University of Texas at Austin (3) Austin, TX	Winthrop University (16) Rock Hill, SC
University of Minnesota, Morris (42) Morris, MN	University of Tulsa (34) Tulsa, OK	
University of Minnesota, Rochester (42) Rochester, MN	Ursinus College (29) Collegeville, PA	
	Virginia Community College System (60) Richmond, VA	

# Recruiter Table Locations

## Salon CDEFGH



# *Thank You*

We would like to acknowledge and thank partnering institutions  
for their contribution and support of the

## *Friends of the 25th Anniversary Institute Fund*

Sponsors include:

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**University of Mississippi**

**Special thanks and appreciation to:  
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# Become a 2019 Sponsor

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Enter the keyword “FRIENDS” in the special instructions field.

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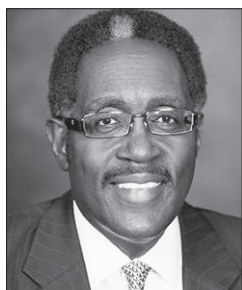
COPPER Sponsor      \$2,000

Please direct questions regarding sponsorship to  
Robert (Bob) Belle, Associate Director, SREB-State Doctoral Scholars Program  
[bob.belle@sreb.org](mailto:bob.belle@sreb.org) or 404-879-5569.

The Southern Regional Education Board is a 501(c)(3) not for profit organization.  
Federal ID No. 58-0566141

# Plenary Speakers

## David Fryson



David M. Fryson, Esq. serves as a Senior Advisor to the President for Diversity Outreach at West Virginia University. He formerly served as the founding Vice President for the West Virginia University Division of Diversity, Equity and Inclusion. Fryson has spent his professional life dealing with the issues of diversity, civil rights and community development. Known for his understanding of African American cultural and political history, he has been involved in significant civil rights litigation. He writes a statewide newspaper column for the *Charleston Gazette* and has appeared as a commentator and pundit. He received a 2015 Certificate of Recognition from the West Virginia Governor's Office and the West Virginia Human Rights Commission for "extraordinary service to the citizens of West Virginia in the battle for absolute equality and civil rights for all." In 2016 he received a national Role Model Award from Minority Access, Incorporated, in Washington D.C. Fryson is also an ordained pastor and has served as an Elder and Pastor for over 35 years

## Daniel Jean



Dr. Daniel Jean is an author, consultant, motivational speaker, swagger trainer, playwright, poet and the founder of wordstravel.org. He serves as the Executive Director of the Educational Opportunity Fund Program and Academic Development at Montclair State University. His retention initiatives have resulted in a 91.9% first-year retention rate and a 61% increase in the four-year graduation rate of a so-called "special admit" population. Dr. Jean has conducted more than 600 trainings, seminars, keynotes and webinars across the country. He has published two books and has taught college courses in transformative leadership and hip-hop culture. He founded the Richard Wilson/Jason James Mentorship Program for high school/college scholars and young professionals. He also founded the Male Education Network (MEN) for men in education pre-K to 20+ and PhiniseD/FinishEdD for current/future doctors.

## Suzanne Ortega



Dr. Suzanne Ortega became the sixth President of the Council of Graduate Schools (CGS) in 2014. Prior to assuming her current position, she served as Senior Vice President for Academic Affairs at the University of North Carolina (UNC) and Executive Vice President and Provost at the University of New Mexico. Dr. Ortega served among the group that CGS most directly represents, graduate deans, while Vice Provost and Graduate Dean at the University of Washington (2005-08) and at the University of Missouri-Columbia (2000-05). An expert in mental health epidemiology, health services, and race and ethnic relations, Dr. Ortega is the author or co-author of numerous journal articles and book chapters and an introductory sociology text now in its 8th edition. She is an award-winning teacher and has served on a number of review panels for NSF and NIH. She received her Ph.D. in sociology from Vanderbilt University.

### **Stephen Pruitt**



Dr. Stephen Pruitt started his education career as a high school chemistry teacher in Fayetteville and Tyrone, Georgia. During his career, He has amassed an extensive policy, assessment and instructional background in education at the local, state and national levels. In May 2018, the Southern Regional Education Board unanimously voted to hire Dr. Pruitt as President. Prior to this appointment, Dr. Pruitt served as Kentucky's sixth Commissioner of Education, Senior Vice President for Achieve, Inc., and President of the Council of State Science Supervisors. A native of Georgia, Dr. Pruitt holds a bachelor's degree in chemistry from North Georgia College and State University, a master's degree in science education from the University of West Georgia and a Ph.D. in chemistry education from Auburn University.

### **Orlando Taylor**



Dr. Orlando L. Taylor is Vice President for Strategic Initiatives and Research at Fielding Graduate University, Santa Barbara, California, and Director of its Institute for Social Innovation. He is also a Senior Fellow at the Association of American Colleges and Universities. Headquartered in Fielding's Washington, D.C. office, Dr. Taylor was the Founding President of the Washington, D.C. Campus of The Chicago School of Professional Psychology. Prior to these appointments, he was a Graduate Professor at Howard University in Washington, D.C., where he also served in several senior leadership positions, including Dean of the School of Communications, Dean of the Graduate School and Vice Provost for Research. Dr. Taylor has been a national leader for many years on issues pertaining to diversity and inclusion in higher education. He has been a vigorous advocate and spokesperson on topics and issues relating to access and equity in higher education and to preparing the next generation of researchers, as well as faculty members, for the nation's colleges and universities.

### **Michael Thomas**



Dr. Michael K. Thomas is the President and CEO of the New England Board of Higher Education (NEBHE) in Boston, a regional organization working with the 260 colleges and universities in the six New England states. NEBHE works to expand education opportunity and services and to address issues related to New England's human capital and economic competitiveness. Dr. Thomas directs NEBHE's policy, research, publishing, programmatic and fundraising activities. He works extensively in state political and higher education environments with governors, state legislators, K-12 commissioners, state higher education executives and business leaders to expand college readiness, access and success. He oversees NEBHE's collaborative cost-saving programs, including the Regional Student Program's Tuition Break program. He holds a bachelor's degree in philosophy from Brigham Young University and master's degrees in higher education from Teachers College, Columbia University and Harvard University. He holds a doctorate in education and social policy from Harvard University and an M.B.A. from Boston University.



# Framingham

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## State University

Framingham State University is a vibrant comprehensive liberal arts institution located just 20 miles west of Boston.

At Framingham State University, diversity and inclusive excellence are central to creating an environment in which our employees feel valued and can truly be successful. FSU values the diversity represented by individual differences as well as inclusion derived from active, intentional, and ongoing engagement with diversity. FSU strives for equity and equity-mindedness, promoting opportunities for historically underrepresented populations and a demonstrated awareness of and willingness to address equity issues.

FSU provides a culturally relevant education that includes a beautiful campus with 35 bachelor's degrees with 80 concentrations and 70 minors, 24 master degree programs, a highly personalized teaching environment, and unparalleled commitment to excellence in diversity and inclusion.

Framingham State University is honored to be a three-time recipient of the IN-SIGHT into Diversity prestigious Higher Education Excellence in Diversity (HEED) award. The HEED award is the only national recognition honoring colleges and universities that exhibit outstanding efforts and success in the area of diversity and inclusion throughout their campuses.

Visit <http://www.framingham.edu/careers> to learn more about employment opportunities at Framingham State University.

Members of underrepresented groups, minorities, women, veterans, persons with disabilities, and all persons committed to diversity and inclusive excellence are strongly encouraged to apply.

We will have a team of three academic deans recruiting at the conference for tenure-track and full-time temporary positions. Please stop by our table! We will have a current listing of all open positions.



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**Old Dominion University has consistently engaged in proactive activities and strategic efforts to ensure diversity among its students, faculty, staff, and administrators.**

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***We encourage you to stop by table 21. We would love the opportunity to meet you!***



# Congratulations SREB Institute for Teaching and Mentoring on your 25<sup>th</sup> Anniversary!

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# WHERE LEGENDS ARE MADE



## CONGRATULATIONS TO SREB ON 25 YEARS!

### IT TAKES LEGENDS TO MAKE LEGENDS

20

new master's  
programs in  
last 2 years

26

current UA faculty are  
National Science Foundation  
Early Career Award recipients

56

SREB Doctoral  
Scholars in the  
last decade

3

UA professors  
received Fulbright  
awards in 2017

The University of Alabama is embracing tomorrow, transforming our past into a better way forward. We are aggressively hiring new faculty to join us in leading the way through transformative research, innovative teaching and integrated community service. UA faculty demonstrate what it is to be a legend, empowering their students to do the same.

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to the

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**travel better**

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# FACULTY DIVERSITY

The University of Central Arkansas takes pride in being a campus where faculty, staff and students from all walks of life are visible, valued and validated. At UCA, we provide resources that allow faculty to both contribute to inclusive excellence and enrich their experience on campus. We're proud to have been recognized as a Committed to Diversity Award winner by Minority Access Inc. and Latino Destination Campus by the League of United Latin American Citizens (LULAC) Council 750.

At UCA, we offer the:

- Minority Faculty Mentoring Initiative
- Annual Minority Faculty Retreat
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“ My favorite part of being an environmental engineer is its broad impact. You can really see results directly from the work you do. ”

Maya Carrasquillo  
Civil & Environmental Engineering

NACME Scholar  
Georgia Institute of Technology

Alfred P. Sloan MPhD Scholar  
University of South Florida



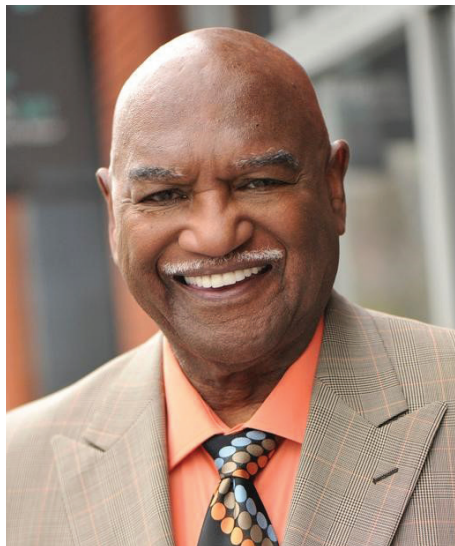
NACME is proud to support organizations that promote higher education, advancement, diversity and inclusion, and congratulates the Compact for Faculty Diversity and the Southern Regional Education Board on 25 years of service to the Doctoral Scholars Program and their effort to increase the pool of scholars that have an interest in serving as faculty in the academy.

## NACME : A DIVERSITY SOLUTION

# *Congratulations*

to the  
Institute on Teaching and Mentoring  
on their  
25<sup>th</sup> Anniversary

It has been my honor and pleasure  
to have served the Institute for the past 25 years.



Robert L. Belle Jr.  
Atlanta, GA



*“Thank you for Bringing a Vision to Life and Life to a Vision!”*

# *Congratulations*

to the  
Institute on Teaching and Mentoring  
on their  
25<sup>th</sup> Anniversary

I share this congratulations and appreciation with the original Institute visionaries:  
Frank Abbott, Bob Belle, Emorcia Hill, Dewayne Matthews, JoAnn Moody and Ken Pepion.



Ansley A. Abraham Jr.  
Atlanta, GA

# Agenda in Detail

*Institute 2018*

## Thursday, October 25

Noon - 8 p.m.	<b>REGISTRATION AND CHECK-IN</b>	<b>Foyer</b>
Noon - 9 p.m.	<b>Networking/Faculty Recruiting Station Visits</b> <i>(Faculty recruiting stations are open until Saturday. Scholars are encouraged to visit.)</i>	<b>Salon CDEFGH</b>
<b>ORIENTATION SESSIONS BY GROUP</b>		
5:30 - 6:30 p.m.	<b>Orientation for SREB-State Doctoral Scholars and Faculty Representatives (Required)</b>  <i>Presiding and Presenter: Ansley Abraham, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</i>  <i>Presenter: Veda Overton-Houston, Program Accounting and Grants Associate, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</i>  <i>Presenter: Monique Waddell, Scholar Services Coordinator, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</i>	<b>Salon V &amp; VI</b>
5:30 - 6:30 p.m.	<b>Orientation for Ronald E. McNair Postbaccalaureate Achievement Program and Student Support Services (SSS) Scholars and Directors (Required)</b>  <i>Presiding and Presenter: Samesha Barnes, Director, McNair Scholars Program, University of Florida, Gainesville, FL</i>  <i>Presenter: Mary Gonzalez, Education Consultant, Alice, TX</i>	<b>Salon B</b>
5:30 - 6:30 p.m.	<b>Orientation for NSF Alliance for Graduate Education and the Professoriate Program Scholars, NSF Social Behavioral Sciences Scholars, New England Scholars and Guest Scholars</b>  <i>Presiding: Robert L. Belle Jr, Associate Director, SREB-State Doctoral Scholars Program and AGEF, Southern Regional Education Board, Atlanta, GA</i>  <i>Presenter: Belinda Anderson, Dean (Retired), College of Liberal Arts, Norfolk State University, Norfolk, VA</i>	<b>Mt. Vernon</b>
5:30 - 6:30 p.m.	<b>Orientation for Gates Millennium Scholars Program Scholars and Faculty</b>  <i>Presiding and Presenter: Cherrel Miller Dyce, Assistant Professor of Education, Elon University, Elon, NC</i>	<b>Alexandria</b>

## Thursday, October 25, *continued*

### ORIENTATION SESSIONS BY GROUP *continued*

5:30 - 7p.m.	<b>Orientation for NASA Fellows and Scholars/Student Pinning Ceremony</b> <i>Presiding: Roosevelt Johnson</i> , Senior Advisor, Office of STEM Engagement, National Aeronautics and Space Administration (NASA), Washington, DC	Rosslyn I
5:30 - 6:30 p.m.	<b>Orientation for Alfred P. Sloan Minority Ph.D. Program Scholars, SLOAN Graduates, UCEM Leaders and MPhD Faculty</b> <i>Presiding: Elizabeth S. Boylan</i> , Program Director, Alfred P. Sloan Foundation, New York, NY <i>Presenter: Roderico Acevedo</i> , Assistant Professor, Westfield State University, Westfield, MA <i>Presenter: Jessye Bemley-Talley</i> , Assistant Professor, Morgan State University, Baltimore, MD	Salon A
5:30 - 6:30 p.m.	<b>Orientation for Recruiters (Optional)</b> <i>Presiding and Presenter: Rana Johnson</i> , Chief Diversity and Inclusion Officer, Unity College, Unity, ME	Sky View
5:30 - 6:30 p.m.	<b>Orientation for Louis Stokes Alliance for Minority Participation (LSAMP)</b> <i>Presiding and Presenter: Angela Birkes-Grier</i> , Alliance Director, University of Georgia, Athens, GA	McLean
6:45 - 8:15 p.m.	<b>Reception and Networking for Alfred P. Sloan Minority Ph.D. Scholars, Directors and Faculty</b> <i>Presiding: Elizabeth S. Boylan</i> , Program Director, Alfred P. Sloan Foundation, New York, NY <i>Presenter: Adam Falk</i> , President, Alfred P. Sloan Foundation, New York, NY	Salon K & J
7 - 8 p.m.	<b>WELCOME AND OPENING RECEPTION</b> <i>Presiding: Ken Pepion</i> , Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Durango, CO	Salon I, II, III & IV
8 - 9 p.m.	<b>Chalk Talk Training Session</b> <i>Presiding and Presenter: Antionette Denise Stroter</i> , Director of Research and Evaluation, Interactive Inc., Ashland, VA	Manassas

## Thursday, October 25, *continued*

8 - 9 p.m.      **Orientation for First-Year Institutionally Funded SREB Scholars (Required)**      **Salon A**

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

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

*Presenter:* **Monique Waddell**, Scholar Services Coordinator, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA



## Friday, October 26

### BREAKFAST GROUP MEETINGS

7 - 8:30 a.m.	<b>Breakfast Meeting and Panel Discussion for NASA Fellows</b>  <i>Presider: Torry Johnson</i> , Deputy Manager (Acting), Minority University Research and Education Project, NASA, Washington, DC  <i>Presenter: Mariel Friberg</i> , Postdoctoral Research Fellow, NASA Goddard Flight Research Center, Washington, DC	Alexandria
7 - 8:30 a.m.	<b>Breakfast Meeting for SREB-State Doctoral Scholars and Faculty Representatives (Required)</b>  <i>Presiding and Presenter: Ansley Abraham</i> , Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA  <i>Presenter: Stephen L. Pruitt</i> , President, Southern Regional Education Board, Atlanta, GA	Salon V & VI
7 - 8:30 a.m.	<b>Breakfast Meeting for Alfred P. Sloan Minority Ph.D. Scholars, Directors and Faculty</b>  <i>Presiding: Elizabeth S. Boylan</i> , Program Director, Alfred P. Sloan Foundation, New York, NY  <i>Presenter: Bradley Hardy</i> , Associate Professor, American University, Washington, DC	Salon K & J
7 - 8:30 a.m.	<b>Breakfast Meeting for McNair and SSS Scholars and Directors (Required)</b>  <i>Presiding and Presenter: Samesha Barnes</i> , Director, McNair Scholars Program, University of Florida, Gainesville, FL  <i>Presenter: Mary Gonzalez</i> , Education Consultant, Alice, TX	Salon B
7 - 8:30 a.m.	<b>Breakfast Meeting for NSF Alliances for Graduate Education and the Professoriate Program Scholars, NSF Social Behavioral Sciences Scholars, New England Scholars and Guest Scholars</b>  <i>Presiding: Robert L. Belle Jr.</i> , Associate Director, SREB-State Doctoral Scholars Program and AGEP, Southern Regional Education Board, Atlanta, GA  <i>Presenter: Belinda Anderson</i> , Dean (Retired), College of Liberal Arts, Norfolk State University, Norfolk, VA	Rosslyn II
7 - 8:30 a.m.	<b>Breakfast Meeting for Gates Millennium Scholars Program Participants (Required)</b>  <i>Presiding and Presenter: Cherrel Miller Dyce</i> , Assistant Professor of Education, Elon University, Elon, NC	Rosslyn I

## Friday, October 26, *continued*

### BREAKFAST GROUP MEETINGS (continued)

- |                   |   |                           |
|-------------------|---|---------------------------|
| 7 - 8:30 a.m.     | <b>Breakfast for Guests and Recruiters</b>  | <b>Salon I &amp; II</b>   |
| 7 - 8:30 a.m.     | <b>Breakfast Meeting for Louis Stokes Alliance for Minority Participants (LSAMP)</b><br><i>Presiding and Presenter: Angela Birkes-Grier, Alliance Director, University of Georgia, Athens, GA</i>   | <b>McLean</b>             |
| 8:45 - 10:15 a.m. | <b>WELCOME, OPENING SESSION AND KEYNOTE ADDRESSES</b><br><i>Presiding and Presenter: Ansley Abraham, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</i><br><i>Presenter: Robert L. Belle Jr., Associate Director, SREB-State Doctoral Scholars Program and AGEI, Southern Regional Education Board, Atlanta, GA</i><br><i>Presenter: Orlando L. Taylor, Vice President for Strategic Initiatives and Research, and Director, Center for Social Innovation, Fielding Graduate University, Washington, DC</i><br><i>Presenter: Suzanne Ortega, President, Council of Graduate Schools, Washington, DC</i> | <b>Arlington Ballroom</b> |
| 9 a.m. - 5 p.m.   | <b>Recruiter Interviews</b>   | <b>Fairfax Boardroom</b>  |
| 10:15 - 11 a.m.   | <b>Networking Break/Faculty Recruiting Station Visits</b><br><i>(Faculty recruiting stations are open until Saturday. Scholars are encouraged to visit.)</i>  | <b>Salon CDEFGH</b>       |

### CONCURRENT INTEREST SESSIONS

- |                      |   |                   |
|----------------------|---|-------------------|
| 11 a.m. - 12:15 p.m. | <b><i>Writing Your Dissertation (10)</i></b><br><i>Presiding and Presenter: David Schuldborg, Professor of Psychology and Director of Clinical Training, University of Montana, Missoula, MT</i>  | <b>Alexandria</b> |
| 11 a.m. - 12:15 p.m. | <b><i>Tips for Writing Proposals (11)</i></b><br><i>(Recommended for all disciplines)</i><br><i>Presiding and Presenter: Wendy Carter-Veale, Co-Founder, HigherEd Consulting Services LLC, Lewiston, NC</i>   | <b>Salon J</b>    |
| 11 a.m. - 12:15 p.m. | <b><i>Negotiating Your First Faculty Position (12)</i></b><br><i>(Recommended for advanced doctoral scholars)</i><br><i>Presiding and Presenter: Kofi Lomotey, Distinguished Professor, Department of Human Services, College of Education/Allied Professions, Western Carolina University, Cullowhee, NC</i><br><i>Presenter: Zebulon V. Kendrick, Vice Provost, Temple University, Philadelphia, PA</i> | <b>Salon A</b>    |



## Friday, October 26, *continued*

### CONCURRENT INTEREST SESSIONS (continued)

11 a.m. - 12:15 p.m.	<p><b><i>First and Lasting Impressions: Organizing for the Job Interview (13)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Rana Johnson</b>, Chief Diversity and Inclusion Officer, Unity College, Unity, ME</p>	<b>Manassas</b>
11 a.m. - 12:15 p.m.	<p><b><i>Financial Planning for the Future: Investing Basics for Today's Market (14)</i></b></p> <p><i>Presiding:</i> <b>Ansley Abraham</b>, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</p> <p><i>Presenter:</i> <b>Steve Reznik</b>, Financial Advisor, Chiron Capital Management, Tallahassee, FL</p>	<b>Rosslyn I</b>
11 a.m. - 12:15 p.m.	<p><b><i>Teaching Session I: Student-Centered Teaching – Designing Your Course Methods, Assignments and Assessments to Optimize the Student's Opportunity to Learn (15)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Edwin J. Barea-Rodriguez</b>, Professor and Associate Dean for Student Success and Instructional Innovation, University of Texas at San Antonio, San Antonio, TX</p>	<b>McLean</b>
11 a.m. - 12:15 p.m.	<p><b><i>Undergraduate Session I: What to Do After You Apply to Ensure Admission and Funding (16)</i></b></p> <p><i>Presiding:</i> <b>Deborah Northcross</b>, Executive Director, TRIO Training, SAEOPP Center, Memphis, TN</p> <p><i>Presenter:</i> <b>Donald Asher</b>, Managing Partner, Asher Associates, Reno, NV</p>	<b>Salon B</b>
11 a.m. - 12:15 p.m.	<p><b><i>Curriculum Vitae (CV) Reviews I</i></b></p> <p>The Institute will offer CV review session services again this year. If you brought your CV or resume, you will receive a review by a faculty member. The review will give you immediate feedback on how to strengthen your CV or resume to stand out from others. Arrive early for your appointed time; you don't want to miss this unique opportunity to further your career in the academy.</p>	<b>Sky View</b>
11 a.m. - 12:15 p.m.	<p><b><i>The Business of Education: Structuring a Competitive Advantage (17)</i></b></p> <p><i>Presiding:</i> <b>Charity Gordon</b>, Instructor, Georgia State University, Atlanta, GA</p> <p><i>Presenter:</i> <b>Margaret Daniels Tyler</b>, Philanthropic Advisor/Educational Strategist, The Tyler Group, Affiliate of the Strategic Consulting Network, Boston, MA</p>	<b>Rosslyn II</b>
11 a.m. - 12:15 p.m.	<p><b>FACULTY SESSION I: <i>Mentoring (18)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Stacy Blake-Beard</b>, Professor, Simmons School of Management, Boston, MA</p>	<b>Mt. Vernon</b>

## Friday, October 26, *continued*

### CONCURRENT INTEREST SESSIONS (continued)

- |                |  |                           |
|----------------|--|---------------------------|
| 12:30 - 2 p.m. | <b>Meet and Greet Luncheon and Plenary Session I</b><br><br><i>Presiding and Presenter: Robert L. Belle Jr.</i> , Associate Director, SREB-State Doctoral Scholars Program and AGEF, Southern Regional Education Board, Atlanta, GA<br><br><i>Presenter: Ansley Abraham</i> , Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA<br><br><i>Presenter: Stephen L. Pruitt</i> , President, Southern Regional Education Board, Atlanta, GA<br><br><i>Presenter: Michael Thomas</i> , President, New England Board of Higher Education, Boston, MA | <b>Arlington Ballroom</b> |
|----------------|--|---------------------------|

- |               |  |                     |
|---------------|--|---------------------|
| 2 - 2:45 p.m. | <b>Networking Break/Faculty Recruiting Station Visits</b><br><i>(Faculty recruiting stations are open until Saturday. Scholars are encouraged to visit.)</i> | <b>Salon CDEFGH</b> |
|---------------|--|---------------------|

### CONCURRENT INTEREST SESSIONS

- |               |  |                   |
|---------------|--|-------------------|
| 2:45 - 4 p.m. | <b><i>Networking for Personal and Professional Development: Managing Your Future in a Social Networking World (22)</i></b><br><br><i>Presiding and Presenter: Julia Hubbel</i> , President, The Hubbel Group, Inc., Lakewood, CO<br><br><i>Presenter: Jean Fuller-Stanley</i> , Associate Dean, College of Science and Health, and Professor of Chemistry, William Paterson University, Wayne, NJ  | <b>Salon A</b>    |
| 2:45 - 4 p.m. | <b><i>Curriculum Vitae (CV) Reviews II</i></b><br><br>The Institute will offer CV review session services again this year. If you brought your CV or resume, you will receive a review by a faculty member. The review will give you immediate feedback on how to strengthen your CV or resume to stand out from others. Arrive early for your appointed time; you don't want to miss this unique opportunity to further your career in the academy. | <b>Sky View</b>   |
| 2:45 - 4 p.m. | <b><i>Describing Your Research in Five Minutes or Less (23)</i></b><br><br><i>Presiding and Presenter: Antionette Denise Stroter</i> , Director of Research and Evaluation, Interactive Inc., Ashland, VA  | <b>Salon J</b>    |
| 2:45 - 4 p.m. | <b><i>Developing Your Curriculum Vitae (24)</i></b><br><br><i>Presiding and Presenter: Harold Bibb</i> , Associate Dean (Retired), Graduate School, University of Rhode Island, Kingston, RI<br><br><i>Presenter: David Schuldborg</i> , Professor of Psychology and Director of Clinical Training, University of Montana, Missoula, MT  | <b>Mt. Vernon</b> |

## Friday, October 26, *continued*

2:45 - 4 p.m.	<p><b><i>Getting Published: Advice for Scholars (25)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Beth Luey</b>, Consultant, Beth Luey Consulting, Fairhaven, MA</p>	<b>Manassas</b>
2:45 - 4 p.m.	<p><b><i>Solo Success: How to Thrive in Graduate School When You're the Only _____ in Your Department (26)</i></b></p> <p><i>Presiding:</i> <b>Sybrina Atwaters</b>, Assistant Director, Georgia Institute of Technology, Atlanta, GA</p> <p><i>Presenter:</i> <b>Joy Gayles</b>, Associate Professor, Higher Education Program Coordinator, North Carolina State University, Raleigh, NC</p>	<b>Alexandria</b>
2:45 - 4 p.m.	<p><b><i>Emerging Topics for Tomorrow's Professor (27)</i></b></p> <p><i>Presiding:</i> <b>Mary Ann Kelley</b>, Assistant Professor, University of Alabama, Tuscaloosa, AL</p> <p><i>Presenter:</i> <b>Richard M. Reis</b>, Professor of Engineering and Director of Special Programs, Product Realization Network, Stanford University, Stanford, CA</p>	<b>McLean</b>
2:45 - 4 p.m.	<p><b><i>Letters of Reference and Recommendation: How to Get and Write the Very Best (19)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Michael Westrate</b>, Director, Center for Research and Fellowships, Villanova University, Villanova, PA</p>	<b>Salon B</b>
2:45 - 4 p.m.	<p><b><i>Becoming a Postdoc: How to Choose the Right Mentor and Make the Most of Your Postdoctoral Training (20)</i></b></p> <p><i>Presiding:</i> <b>Cedelle Niles</b>, The University of Tennessee, Knoxville, TN</p> <p><i>Presenter:</i> <b>J. Marcela Hernandez</b>, Administrative Director, The Ohio State University, Columbus, OH</p>	<b>Rosslyn II</b>
2:45 - 4 p.m.	<p><b><i>Diversity and Inclusion vs. Free Speech: What if you had to choose? What the Data Reveals! (21)</i></b></p> <p><i>Presiding:</i> <b>LaSharon Mosley</b>, Assistant Professor, University of Cincinnati, Cincinnati, OH</p> <p><i>Presenter:</i> <b>Sam Gill</b>, Vice President, Communities and Impact and Senior Advisor to the President, John S. and James L. Knight Foundation, Miami, FL</p> <p><i>Presenter:</i> <b>Mohamed Younis</b>, Gallup Managing Editor, Gallup Foundation, Washington, DC</p>	<b>Rosslyn I</b>

## Friday, October 26, *continued*

4 - 5:15 p.m.	<b>Networking Break/Faculty Recruiting Station Visits</b> <i>(Faculty recruiting stations are open until Saturday. Scholars are encouraged to visit.)</i>	<b>Salon CDEFGH</b>
5:15 - 5:30 p.m.	<b>Recruiting Photos</b>	<b>Arlington Ballroom</b>
5:30 - 7:30 p.m.	<b>INSTITUTE GRADUATES' AWARDS BANQUET</b>  <i>Presiding: Dewayne Matthews, Lumina Foundation Fellow, Lumina Foundation, Quebec, CAN</i>	<b>Arlington Ballroom</b>

## Saturday, October 27

7 - 8 a.m.     **Breakfast Meeting (Optional) for Recruiters, Administrators, Faculty and Guests: Partnering with the SREB-State Doctoral Scholars Program and the Compact Institute**     **Salon B**

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

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

### CHALK TALKS AND NETWORKING BREAKFASTS BY DISCIPLINE

7 - 8 a.m.     **Health Sciences (28)**     **Rosslyn I**

*Presiding:* **Mary Kelley**, Assistant Professor of Nursing, Capstone College of Nursing, University of Alabama, Tuscaloosa, AL

7 - 8 a.m.     **Other Disciplines (29)**     **Jefferson**

*Presiding:* **Sybrina Atwaters**, Assistant Director, Georgia Institute of Technology, Atlanta, GA

7 - 8 a.m.     **Biological Sciences (30)**     **Madison**

*Presiding:* **Shelcie Menard**, Postdoctoral Fellow, University of North Carolina at Charlotte, Charlotte, NC

7 - 8 a.m.     **Physical Sciences (31)**     **Manassas**

*Presiding:* **Donald R. Cole**, Assistant Provost and Assistant Provost of Mathematics, University of Mississippi, University, MS

7 - 8 a.m.     **Engineering, Computer Sciences and Mathematics (32)**     **Salon A**

*Presiding:* **Jordan Gilmore**, Assistant Professor, Clemson University, Clemson, SC

7 - 8 a.m.     **Social Sciences (except Psychology) (32)**     **Rosslyn II**

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

7 - 8 a.m.     **Psychology (34)**     **Alexandria**

*Presiding:* **Loretta Neal McGregor**, Professor of Psychology, Arkansas State University, State University, AR

7 - 8 a.m.     **Education and the Humanities (35)**     **McLean**

*Presiding:* **Aretina Hamilton**, Assistant Director, Talent Acquisition, Interlochen Center for the Arts, Interlochen, MI

## Saturday, October 27, *continued*

8:15 - 9:30 a.m.	<b>PLENARY SESSION II: <i>Discovering Your Doctoral Swagger: Getting PhinisheD/FinishEdD and Beyond!</i></b>	<b>Arlington Ballroom</b>
	<i>Presiding: Ed Brown</i> , Associate Professor, Electrical Engineering, Rochester Institute of Technology, Rochester, NY	
	<i>Presenter: Daniel Jean</i> , Executive Director of Educational Opportunity Fund Program, and Founder of Wordstravel.org, Montclair State University, Haledon, NJ	
9 a.m. - 5 p.m.	<b>Recruiter Interviews</b>	<b>Fairfax Boardroom</b>
9:30 - 10:15 a.m.	<b>Networking Break/Faculty Recruiting Station Visits</b> <i>(Faculty recruiting stations are open until 3 p.m. today. Scholars are encouraged to visit.)</i>	<b>Salon CDEFGH</b>
<b>CONCURRENT INTEREST SESSIONS</b>		
10:15 - 11:30 a.m.	<b><i>After Your Ph.D. or Postdoc: Five Career Options and the Strategies You Need to Implement Them (36)</i></b>	<b>Alexandria</b>
	<i>Presiding and Presenter: Richard M. Reis</i> , Professor of Engineering and Director of Special Programs, Product Realization Network, Stanford University, Stanford, CA	
10:15 - 11:30 a.m.	<b>FACULTY SESSION II: <i>Recruitment and Retention of Faculty of Color (37)</i></b>	<b>McLean</b>
	<i>Presiding: Tyisha Hathorn</i> , Director of Graduate Minority Programs, University of Florida, Gainesville, FL	
	<i>Presenter: Renee Baker</i> , Former Executive Director of Faculty Retirement and Retention, Rochester Institute of Technology, Rochester, NY	
10:15 - 11:30 a.m.	<b><i>Undergraduates Session II: What can I do to contribute to a good mentoring relationship with my faculty mentor? (38)</i></b>	<b>Salon B</b>
	<i>Presiding: Deborah Northcross</i> , Executive Director, TRIO Training, SAEOPP Center, Memphis, TN	
	<i>Presenter: Thomas Rochon</i> , President, Educational Records Bureau, Newton, CT	
10:15 - 11:30 a.m.	<b><i>Teaching Session II: Undergraduate Research in Programs as a Professional Development Tool for Graduates and Post Doctorates (39)</i></b>	<b>Jefferson</b>
	<i>Presiding and Presenter: Elena Foulis</i> , Senior Lecturer, The Ohio State University, Columbus, OH	
	<i>Presenter: J. Marcela Hernandez</i> , Administrative Director, The Ohio State University, Columbus, OH	

## Saturday, October 27, *continued*

10:15 - 11:30 a.m.	<p><b><i>Women of Color in Academia (40)</i></b></p> <p><i>Presiding and Presenter: Sonja Montas-Hunter</i>, Assistant Vice Provost, Student Access &amp; Success, Florida International University, Miami, FL</p> <p><i>Presenter: Sheila Gregory</i>, Professor, Educational Leadership and Higher Education, Clark Atlanta University, Atlanta, GA</p>	Salon A
10:15 - 11:30 a.m.	<p><b><i>Building Riches with Your Research: 10 Steps to Starting a Profitable Business (41)</i></b></p> <p><i>Presiding and Presenter: Karen Hinds</i>, President and Chief Executive Officer, Workplace Success Group, Waterbury, CT</p>	Rosslyn I
10:15 - 11:30 a.m.	<p><b><i>Curriculum Vitae (CV) Reviews III</i></b></p> <p>The Institute will offer CV review session services again this year. If you brought your CV or resume, you will receive a review by a faculty member. The review will give you immediate feedback on how to strengthen your CV or resume to stand out from others. Arrive early for your appointed time; you don't want to miss this unique opportunity to further your career in the academy.</p>	Sky View
10:15 - 11:30 a.m.	<p><b><i>Teaching Inclusively: Professional Development in the CIRTl Network for Future STEM Faculty (44)</i></b></p> <p><i>Presiding and Presenter: Don Gillian-Daniel</i>, Associate Director, University of Wisconsin-Madison, Madison, WI</p> <p><i>Presenter: Christopher Agard</i>, Adjunct Assistant Professor, Temple University, Roslyn, PA</p>	Rosslyn II
10:15 - 11:30 a.m.	<p><b><i>The New American Colleges and Universities — The Goldilocks of Higher Education (43)</i></b></p> <p><i>Presiding: Quentin Tyler</i>, Associate Dean and Director of Diversity, Michigan State College of Agriculture and Natural Resources, East Lansing, MI</p> <p><i>Presenter: Thomas Burns</i>, Provost, Belmont University, Nashville, Nashville, TN</p>	Madison
10:15 - 11:30 a.m.	<p><b><i>Taking Care of YOU: Self-Care as a Strategy for Success (42)</i></b></p> <p><i>Presiding: Territa Poole</i>, Assistant Professor of Psychology, Juniata College, Huntingdon, PA</p> <p><i>Presenter: Aretina Hamilton</i>, Assistant Director, Talent Acquisition, Interlochen Center for the Arts, Interlochen, MI</p> <p><i>Presenter: Lynn Curry</i>, McNair Director, Central Michigan University, Mount Pleasant, MI</p>	Jackson



## Saturday, October 27, *continued*

### CONCURRENT INTEREST SESSIONS

11:45 a.m. - 1 p.m.	<p><b><i>Fostering Affirming Learning Environments for LGBTQI+ Students (47)</i></b></p> <p><i>Presiding:</i> <b>Jennifaye Brown</b>, Assistant Clinical Professor, Ohio University, Athens, OH</p> <p><i>Presenter:</i> <b>David Rivera</b>, Associate Professor, Queens, NY</p>	Salon B
11:45 a.m. - 1 p.m.	<p><b><i>What is the Worldview of the Entering Class of College Freshmen... Students You Will Be Teaching? (45)</i></b></p> <p><i>Presiding:</i> <b>Thomas Snowden</b>, Teacher of Biology Education, Miami Central Senior High School, Miami, FL</p> <p><i>Presenter:</i> <b>Ron Nief</b>, Director of Public Affairs and Emeritus, Beloit College, Madison, WI</p> <p><i>Presenter:</i> <b>Tom McBride</b>, Professor Emeritus, Beloit College, Madison, WI</p>	McLean
11:45 a.m. - 1 p.m.	<p><b><i>Notes from a Faculty Search Committee Chair (46)</i></b></p> <p><i>Presiding:</i> <b>Shelcie Menard</b>, Postdoctoral Fellow, University of North Carolina at Charlotte, Charlotte, NC</p> <p><i>Presenter:</i> <b>Ali Gordon</b>, Associate Professor, University of Central Florida, Orlando, FL</p>	Rosslyn II
11:45 a.m. - 1 p.m.	<p><b><i>Men of Color in Academia (48)</i></b></p> <p><i>Presiding:</i> <b>NaTashua Davis</b>, Executive Director, Access &amp; Leadership Development, Missouri University, Columbia, MO</p> <p><i>Presenter:</i> <b>Fred A. Bonner II</b>, Professor and Endowed Chair, Prairie View A&amp;M University, Prairie View, AR</p>	Salon A
11:45 a.m. - 1 p.m.	<p><b><i>Sloan Scholars Mentoring Network (49)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Alma Granado</b>, Program Officer, Sloan Scholars Mentoring Network, Social Science Research Council, Brooklyn, NY</p>	Salon K & J
11:45 a.m. - 1 p.m.	<p><b><i>Presenting Research Effectively/Speaking About Science (50)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Christine O'Connell</b>, Assistant Professor of Science Communication, Stony Brook University, Stony Brook, NY</p>	Jefferson
11:45 a.m. - 1 p.m.	<p><b><i>FACULTY SESSION III: The Gateway Grant Model: How to Support Applicants for Prestigious National Fellowships (51)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Michael Westrate</b>, Director, Center for Research and Fellowships, Villanova University, Villanova, PA</p>	Jackson

## Saturday, October 27, *continued*

- |                     |   |                           |
|---------------------|---|---------------------------|
| 11:45 a.m. - 1 p.m. | <p><b><i>Finding the Sweet Spot: Developing a Positive Relationship with Your Advisor and Mentors (52)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Ruth Washington</b>, Director for Faculty and Graduate Student Retention, Inclusion and Success, Kent State University, Kent OH</p> <p><i>Presenter:</i> <b>Charmane Thurmand</b>, Education Consultant, Storrs, CT</p>  | <b>Madison</b>            |
| 11:45 a.m. - 1 p.m. | <p><b><i>A Conversation With the Elders (53)</i></b></p> <p><i>Presiding and Presenter:</i> <b>Belinda Anderson</b>, Dean (Retired), College of Liberal Arts, Norfolk State University, Norfolk, VA</p> <p><i>Presenter:</i> <b>Ken Pepion</b>, Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Durango, CO</p> <p><i>Presenter:</i> <b>Harold Bibb</b>, Associate Dean (retired), Graduate School, University of Rhode Island, Kingston, RI</p> <p><i>Presenter:</i> <b>Edwin J. Barea-Rodriguez</b>, Professor and Associate Dean for Student Success and Instructional Innovation, University of Texas at San Antonio, San Antonio, TX</p> | <b>Rosslyn I</b>          |
| 11:45 a.m. - 1 p.m. | <p><b><i>#WhoGotNext: Five Msgs For Future Doctors! (54)</i></b><br/>(<i>First-Time Attendees</i>)</p> <p><i>Presiding and Presenter:</i> <b>Daniel Jean</b>, Executive Director of Educational Opportunity Fund Program, and Founder of Wordstravel.org, Montclair State University, Haledon, NJ</p>   | <b>Alexandria</b>         |
| 1 - 2:30 p.m.       | <p><b>LUNCHEON AND AWARDS PROGRAM</b></p> <p><i>Presiding:</i> <b>Dewayne Matthews</b>, Vice President for Policy and Strategy, Lumina Foundation, Quebec, CAN</p>  | <b>Arlington Ballroom</b> |
| 2:30 - 3 p.m.       | <p><b>Networking Break/Faculty Recruiting Station Visits</b><br/>(<i>Faculty recruiting stations are open until 3 p.m. Scholars are encouraged to visit.</i>)</p>   | <b>Salon CDEFGH</b>       |
| 3 - 4 p.m.          | <p><b>Group Photos</b></p> <p>Each year, the Institute organizes one group photo of all participants. This is followed by individual group photo sessions.</p> <p>Group photos will be taken in the following order: SREB, SLOAN, SSRC, AGEP/SBE/Guest Scholars, Gates, NASA, McNair/SSS, LSAMP, New England</p>  | <b>Arlington Ballroom</b> |
| 4 - 11 p.m.         | <p><b>Free time. Dinner is on your own.</b></p>   |                           |



## Sunday, October 28

8:15 - 9:30 a.m.	<p><b><i>Undergraduates Session III: Grants and Fellowships 101: Who, What, When, How (55)</i></b></p> <p><i>Presiding:</i> <b>Deborah Northcross</b>, Executive Director, TRIO Training, SAEOPP Center, Memphis, TN</p> <p><i>Presenter:</i> <b>Michael Westrate</b>, Director, Center for Research and Fellowships, Villanova University, Villanova, PA</p>	Salon B
8:15 - 9:30 a.m.	<p><b>NASA Scholars Meeting with NASA Representatives</b></p> <p><i>Presiding:</i> <b>Torry Johnson</b>, Deputy Manager (Acting), Minority University Research and Education Project, NASA, Washington, DC</p> <p><i>Presenter:</i> NASA Representatives</p>	Rosslyn I
8:30 - 9:30 a.m.	<p><b>First-Year SREB-State Doctoral Scholars Meeting (<i>Required</i>)</b></p> <p><i>Presiding and Presenter:</i> <b>Ansley Abraham</b>, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</p> <p><i>Presenter:</i> <b>Monique Waddell</b>, Scholar Services Coordinator, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA</p>	Salon A
8:30 - 9:45 a.m.	<p><b>Alfred P. Sloan Minority Ph.D. Program Scholars and Directors Closing Session: Reflections and Recognition (<i>ALL SLOAN</i>)</b></p> <p><i>Presiding:</i> <b>Elizabeth S. Boylan</b>, Program Director, Alfred P. Sloan Foundation, New York, NY</p> <p><i>Presenter:</i> <b>Mark Lewis</b>, Professor of Operations Research and Information Engineering and Senior Associate Dean of Diversity and Faculty Development, College of Engineering, Cornell University, Ithaca, NY</p>	Salon K & J
9:45 - 11:30 a.m.	<p><b>Brunch and Sunday Closing</b></p> <p><i>Presiding:</i> <b>Ken Pepion</b>, Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Durango, CO</p> <p><i>Presenter:</i> <b>David Fryson</b>, Senior Advisor for Diversity Outreach, West Virginia University, Charleston, WV</p>	Arlington Ballroom
11:30 a.m. - Noon	<b>Adjournment</b>	

# Alfred P. Sloan Minority Ph.D. Program Agenda

## 2018 Conference at the Institute for Teaching and Mentoring

### Thursday, October 25

Noon - 5 p.m.      **Registration and Check-In**

5:30 - 6:30 p.m.      **Orientation for Sloan Scholars, Sloan Graduates, UCEM Leaders and MPHD Faculty** (*ALL SLOAN*)      **Salon A**

**Topic:** *Exploring our Common Purpose*

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

*Presenter:* **Roderico Acevedo**, Assistant Professor, Westfield State University, Westfield, MA

*Presenter:* **Jessye Bemley-Talley**, Assistant Professor, Morgan State University, Baltimore, MD

6:45 - 8:15 p.m.      **Welcome Reception and Networking Event** (*ALL SLOAN*)      **Salons K & J**

*Welcome Remarks:* **Adam Falk**, President, Alfred P. Sloan Foundation, New York, NY

### Friday, October 26

7 - 8:30 a.m.      **Breakfast Meeting** (*ALL SLOAN*)      **Salons K & J**

**Topic:** *Personal and Professional Insights from an Institute Alumnus*

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

*Presenter:* **Bradley Hardy**, Associate Professor of Public Administration and Policy, American University, Washington, DC

8:45 - 10:15 a.m.      **Welcome, Opening Session and Keynote Addresses** (*ALL SLOAN*)      **Arlington Ballroom**

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

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

*Presenter:* **Orlando L. Taylor**, Vice President for Strategic Initiatives and Research, and Director, Center for Social Innovation, Fielding Graduate University, Washington, DC

*Presenter:* **Suzanne Ortega**, President, Council of Graduate Schools, Washington, DC

## Friday, October 26, *continued*

11 a.m - 12:15 p.m.	<b>SREB Faculty Session I: Mentoring</b> ( <i>UCEM Leaders, MPhD Faculty</i> )  <i>Presenter: Stacy Blake-Beard</i> , Professor, Simmons School of Management, Boston, MA	<b>Pentagon</b>
11 a.m - 12:15 p.m.	<b>Choice from Concurrent Interest Session</b> ( <i>SLOAN Scholars</i> ) <a href="#">See Agenda in Detail</a>	
12:30 - 2 p.m.	<b>Meet and Greet Luncheon and Plenary Session I</b> ( <i>ALL SLOAN</i> )  <i>Presiding and Presenter: Robert L. Belle Jr.</i> , Associate Director, SREB-State Doctoral Scholars Program and AGEP, Southern Regional Education Board, Atlanta, GA  <i>Presenter: Ansley Abraham</i> , Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA  <i>Presenter: Stephen L. Pruitt</i> , President, Southern Regional Education Board, Atlanta, GA  <i>Presenter: Michael Thomas</i> , President, New England Board of Higher Education, Boston, MA	<b>Arlington Ballroom</b>
2:30 - 4:30 p.m.	<b>UCEM Leaders Meeting</b> ( <i>See separate agenda</i> )	<b>Pentagon</b>
2:45 - 4:30 p.m.	<b>Choice from Concurrent Interest Session</b> ( <i>SLOAN Scholars</i> ) <a href="#">See Agenda in Detail</a>	
5:30 - 7:30 p.m.	<b>Institute Graduates' Award Banquet</b> ( <i>ALL SLOAN</i> )  <i>Presiding: Dewayne Matthews</i> , Lumina Foundation Fellow, Lumina Foundation, Quebec, CAN	<b>Arlington Ballroom</b>

## Saturday, October 27

7 - 8 a.m.	<b>Chalk Talks and Networking Breakfasts by Discipline</b> ( <i>SLOAN Scholars</i> ) <a href="#">See Agenda in Detail</a>	
8:30 - 11:15 a.m.	<b>UCEM Leaders Meeting 2</b> ( <i>See separate agenda</i> )	<b>Pentagon</b>
11:30 a.m. - 1 p.m.	<b>Briefing and Q&amp;A with staff from the National Academies of Science, Engineering and Medicine on the Current Consensus Study, <i>Science of Effective Mentoring in STEMM</i>.</b> ( <i>UCEM Leaders and MPhD Faculty</i> )  <i>Presenter: Maria Lund Dahlberg</i> , Program Officer, Board of Higher Education and Workforce, the National Academies of Science, Engineering and Medicine, Washington, DC  <i>Presenter: Juan Gilbert</i> , Chair and Professor, Computer & Information Science & Engineering, University of Florida, Gainesville, FL  <i>Presenter: Renetta Tull</i> , Associate Vice Provost, University of Maryland Baltimore County, Baltimore, MD	<b>Pentagon</b>

## Saturday, October 27, *continued*

11:45 a.m. - 1 p.m.	<b>Sloan Scholars Mentoring Network</b> ( <i>SLOAN Scholars</i> ) <a href="#">See Agenda in Detail</a>	<b>Salons K &amp; J</b>
	<i>Presenter: Alma Granado</i> , Program Officer of the Sloan Scholars Mentoring Network, Social Science Research Council, Brooklyn, NY	
1 - 2:30 p.m.	<b>Luncheon and Awards Program</b> ( <i>ALL SLOAN</i> )	<b>Arlington Ballroom</b>
3 - 3:30 p.m.	<b>Group Photos</b> ( <i>ALL SLOAN</i> )	<b>Arlington Ballroom</b>
3:45 - 5 p.m.	<b>Briefing and Q&amp;A with staff from the National Academies of Science, Engineering and Medicine on the current Consensus Study, <i>Science of Effective Mentoring in STEMM</i>.</b> ( <i>SLOAN Scholars</i> )	<b>Jefferson</b>
	<i>Presenter: Maria Lund Dahlberg</i> , Program Officer, Board of Higher Education and Workforce, the National Academies of Science, Engineering and Medicine, Washington, DC	
	<i>Presenter: Renetta Tull</i> , Associate Vice Provost, University of Maryland Baltimore County, Baltimore, MD	

## Sunday, October 28

8:30 - 9:45 a.m.	<b>Closing Session: Reflections and Recognition. Light breakfast served.</b> ( <i>ALL SLOAN</i> )	<b>Salons K &amp; J</b>
	<i>Presiding: Elizabeth S. Boylan</i> , Program Director, Alfred P. Sloan Foundation, New York, NY	
	<b><i>An Institution's Journey to "Move the Needle" on Faculty Diversity</i></b>	
	<i>Presenter: Mark Lewis</i> , Professor of Operations Research and Information Engineering and Senior Associate Dean of Diversity and Faculty Development, College of Engineering, Cornell University, Ithaca, NY	
	<b><i>Recognition Ceremony</i></b>	
	<i>Presenter: Denise Ellis</i> , Program Manager, Sloan Minority Graduate Scholarship Programs, National Action Council for Minorities in Engineering, White Plains, NY	
	<i>Presenter: Alma Granado</i> , Program Officer of the Sloan Scholars Mentoring Network, Social Science Research Council, Brooklyn, NY	
10 - 11:30 a.m.	<b>Brunch and Closing Session</b> ( <i>ALL SLOAN</i> )	<b>Arlington Ballroom</b>
	<i>Presiding: Ken Pepion</i> , Director, Bridges to the Professoriate Programs and Services, Western Interstate Commission for Higher Education, Durango, CO	
	<i>Presenter: David Fryson</i> , Senior Advisor for Diversity Outreach, West Virginia University, Charleston, WV	



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