

29th Annual  
Institute on Teaching and Mentoring

connect build grow



## Program Agenda

October 27 – October 30, 2022

Atlanta Marriott Marquis

Atlanta, Georgia

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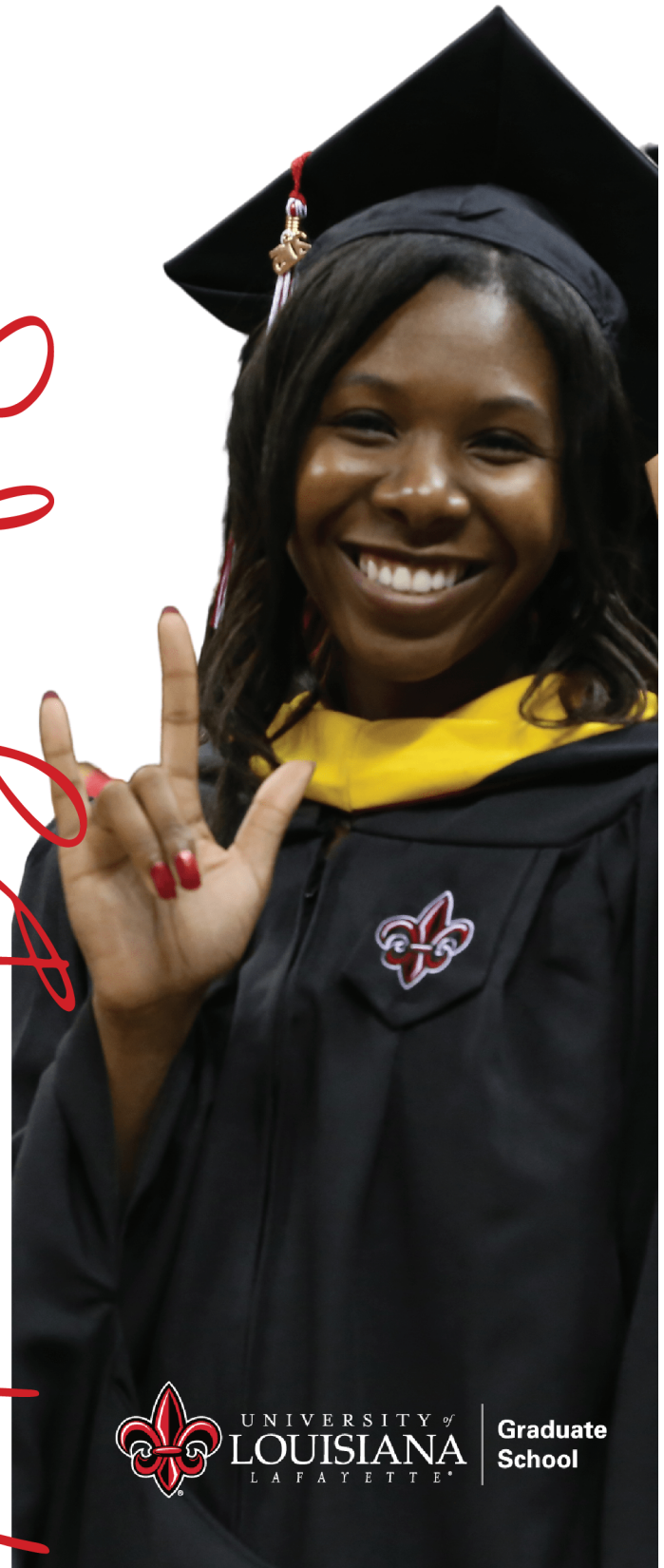
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# Welcome to the 2022 Institute on Teaching and Mentoring

Hello everyone, and welcome to the 29th 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 only 107 attendees; this year we once again 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 such 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 at the Institute.

Here at the Institute, you will find sessions for specific subjects and fields, sessions for groups, and sessions on many 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. Arrive at those sessions early because they can fill up!

The theme for this year is *Connect, Build, Grow*. In your packets you'll find a publication featuring six Institute scholars who share tips on how to make the most of the Institute. We hope you're inspired by their stories.

The Institute continues to go green, so please download the "SREB Events" app to access up to date information on sessions and speakers, and to connect with other conference attendees. Our hope is that the app will help you to stay even more connected at this year's Institute.

We also 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 29th year and look to the future.



# 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 30<sup>th</sup> Annual Institute

October 26 - 29, 2023 • Tampa, Florida • Marriott Water Street



## 4 Steps for Success at the Institute!

1. **Download the “SREB Events” App!** Search “SREB Events in the Apple App Store or Google Play. Once you open the app, select the 2022 Institute on Teaching and Mentoring.

Use the app to:

- a. Access the schedule, session descriptions.
- b. See where the recruiter institutions are located.
- c. Plan your day in advance.
- d. Evaluate each session.

2. **Always be ready for a job offer!**

- a. Dress for success! Look like the academic professional you are.
- b. Check the SREB Events app for messages from recruiters and attendees.
- 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. 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.

# **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 and overall evaluations.

## **Concurrent Sessions**

In the mobile app, click on “Session List,” and choose the session you attended. Look for the “Rate” button to give feedback on the session.

## **Evaluations**

On the home page of the mobile app, please choose the relevant overall evaluation form for the Institute.

- **Recruiter Evaluations**
- **Scholar Evaluations**
- **Faculty and Staff Evaluations**

# **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.

## **Ronald E. McNair Postbaccalaureate Achievement Program**

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](http://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. McNair scholars are given opportunities for research, summer internships, seminars, tutoring, academic counseling, and other activities that are meant to solidify their path to graduate school.



## **National Aeronautics and Space Administration Office of STEM Engagement**

NASA STEM Engagement

Mail Code N

Washington, DC 20546-0001

Phone: 202-358-0103

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

The NASA Office of STEM Engagement seeks to: Create unique opportunities for a diverse set of students to contribute to NASA's work in exploration and discovery. Build a diverse future STEM workforce by engaging students in authentic learning experiences with NASA's people, content and facilities. Attract diverse groups of students to STEM through learning opportunities that spark interest and provide connections to NASA's mission and work.

## **Monarchs Maximizing Access to Research Careers (M-MARC)**

Old Dominion University

Norfolk, VA 23529

<https://www.odu.edu/academics/programs/multidisciplinary/monarch-marc-ustar>

The goal of ODU's M-MARC program is to provide a solid foundation for students underrepresented in the biomedical sciences, who have made a firm commitment to entering doctoral training in a biomedical research-relevant program.

## **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.



# 2022 Institute Agenda at a Glance

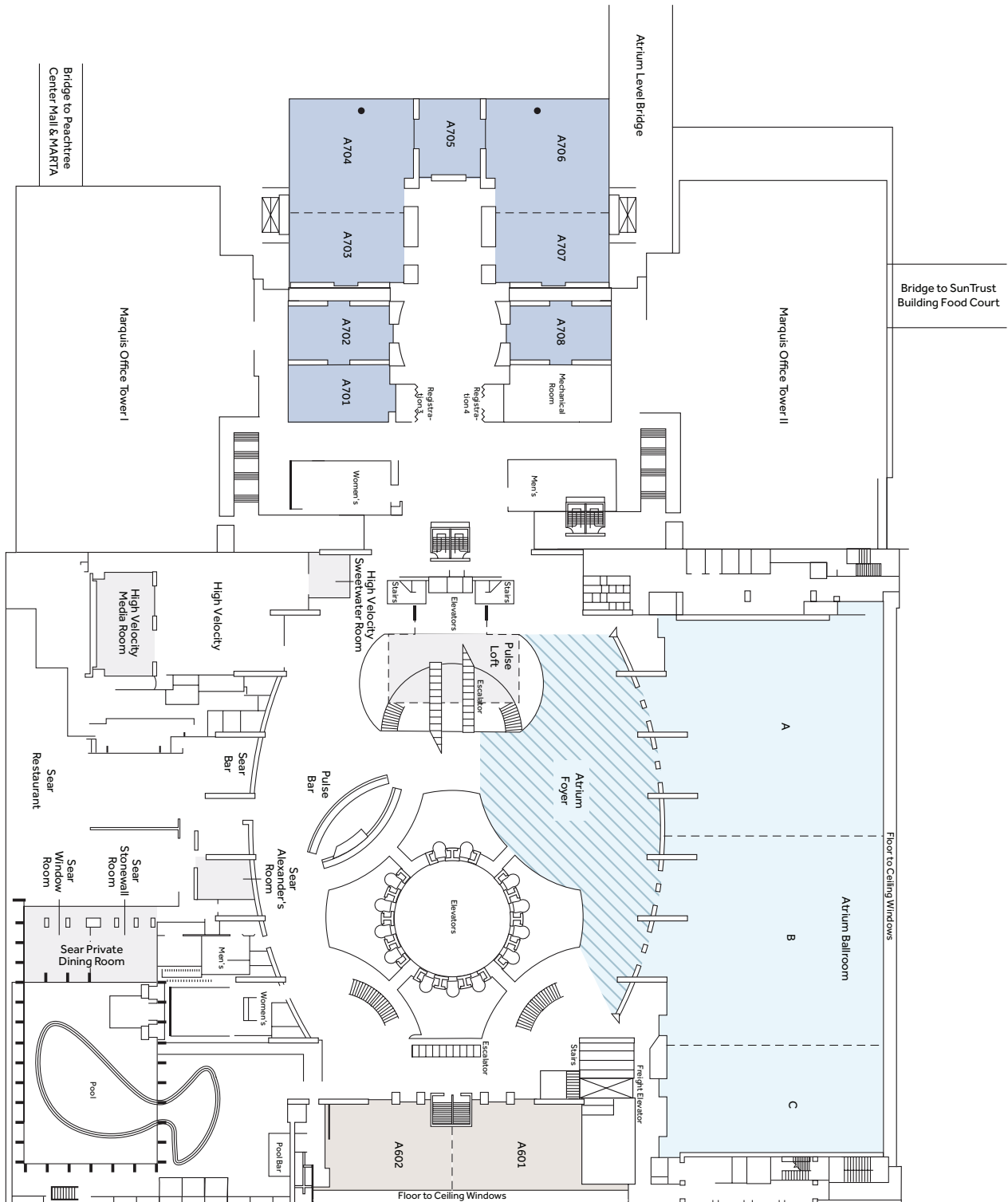
All scholars should attend activities shown below in **bold**.  
See the “Agenda in Detail” for sessions that are **REQUIRED** or recommended for your scholar group.  
Curriculum/Vitae Review (CV) Sessions will be available daily. See schedule at registration desk.

***All sessions are at the Marriott Marquis, Atlanta, Georgia***

<u>Day/Date</u>	<u>Time</u>	<u>Activity</u>
<b><i>Thursday, October 27</i></b>		
	Noon - 8 p.m.	<b>Registration and Check-In</b>
	4 - 5:30 p.m.	Networking Break/Faculty Recruiting Station Visits
	5:30 - 6:30 p.m.	<b>Orientation by Group — REQUIRED for ALL scholars</b>
	7 - 8 p.m.	<b>Welcome and Opening Reception</b>
<b><i>Friday, October 28</i></b>		
	7:30 - 8:30 a.m.	<b>Breakfast Group Meetings</b>
	7:30 a.m. - 12:15 p.m.	<b>Registration and Check-In</b>
	8:45 - 10:15 a.m.	<b>Welcome, Opening Session in Plenary</b>
	10:30 - 11 a.m.	Networking Break/Faculty Recruiting Station Visits
	11 a.m. - 12:15 p.m.	<b>Concurrent Interest Group Sessions or CV Reviews</b>
	12:30 - 2 p.m.	<b>Luncheon and Keynote Address</b>
	2 - 2:45 p.m.	Networking Break/Faculty Recruiting Station Visits
	2:45 - 4 p.m.	<b>Concurrent Interest Group Sessions or CV Reviews</b>
	4 - 5:15 p.m.	Networking Break/Faculty Recruiting Station Visits
	5:15 - 5:30 p.m.	<b>Recruiters Photos</b>
	5:30 - 7:30 p.m.	<b>Institute Graduates’ Awards Banquet and Dinner</b>
<b><i>Saturday, October 29</i></b>		
	7 - 8:30 a.m.	<b>Chalk Talks and Networking Breakfasts by Discipline</b>
	7:30 a.m. - 12:30 p.m.	<b>Registration and Check-In</b>
	8:30 - 9:30 a.m.	<b>Plenary Session</b>
	9:30 - 10:15 a.m.	Networking Break/Faculty Recruiting Station Visits
	10:15 - 11:30 a.m.	<b>Concurrent Interest Group Sessions or CV Reviews</b>
	11:45 a.m. - 1 p.m.	<b>Concurrent Interest Group Sessions</b>
	1 - 2:30 p.m.	<b>Luncheon and Awards Program</b>
	2:30 - 3 p.m.	Networking Break/Faculty Recruiting Station Visits
	3 - 4 p.m.	<b>Group Photos</b>
	4 p.m.	Free time (Dinner is on your own.)
<b><i>Sunday, October 30</i></b>		
	9:45 - 11:30 a.m.	<b>Brunch and Closing Session</b>

# Meeting Room Maps

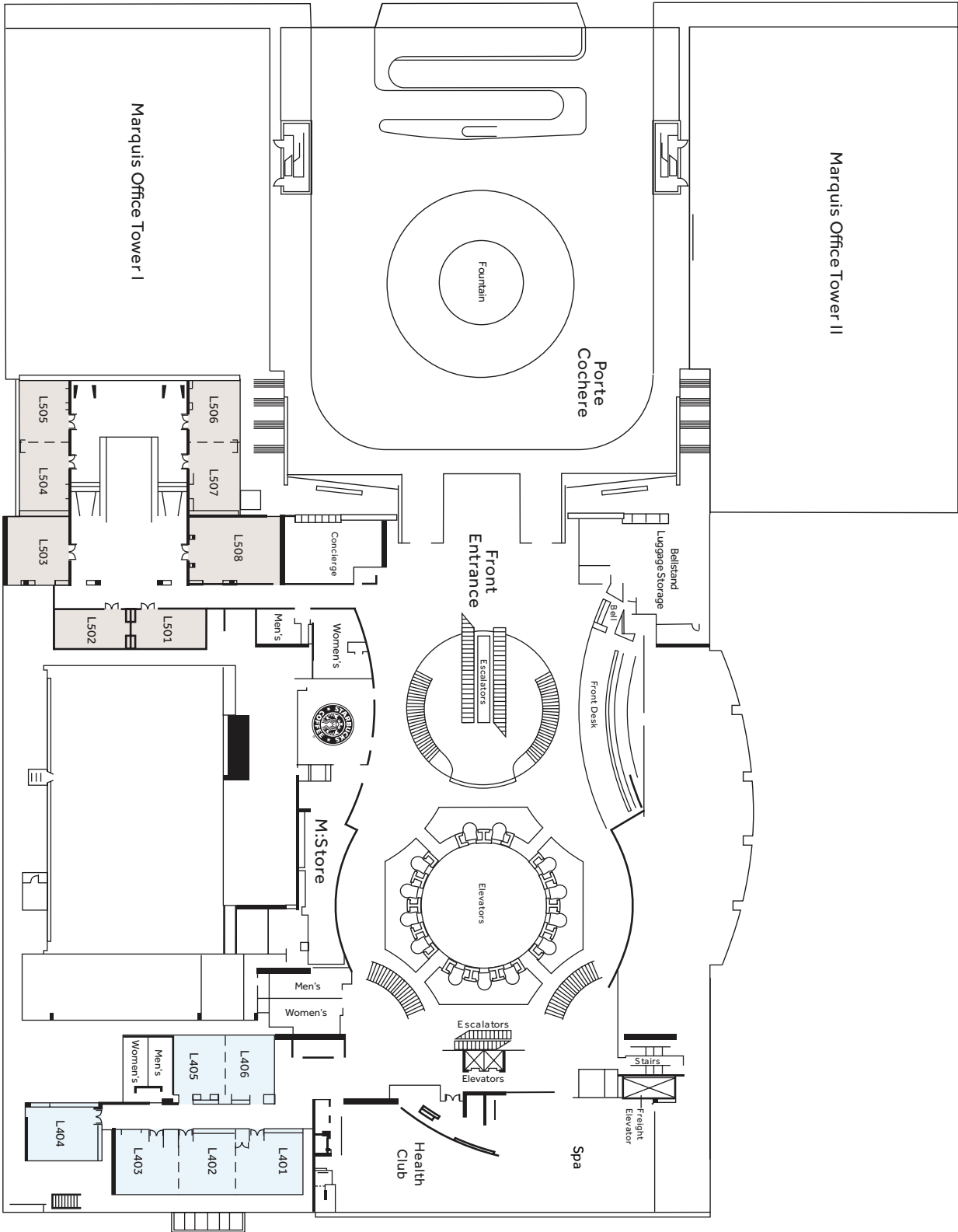
## Atrium Level (AL)





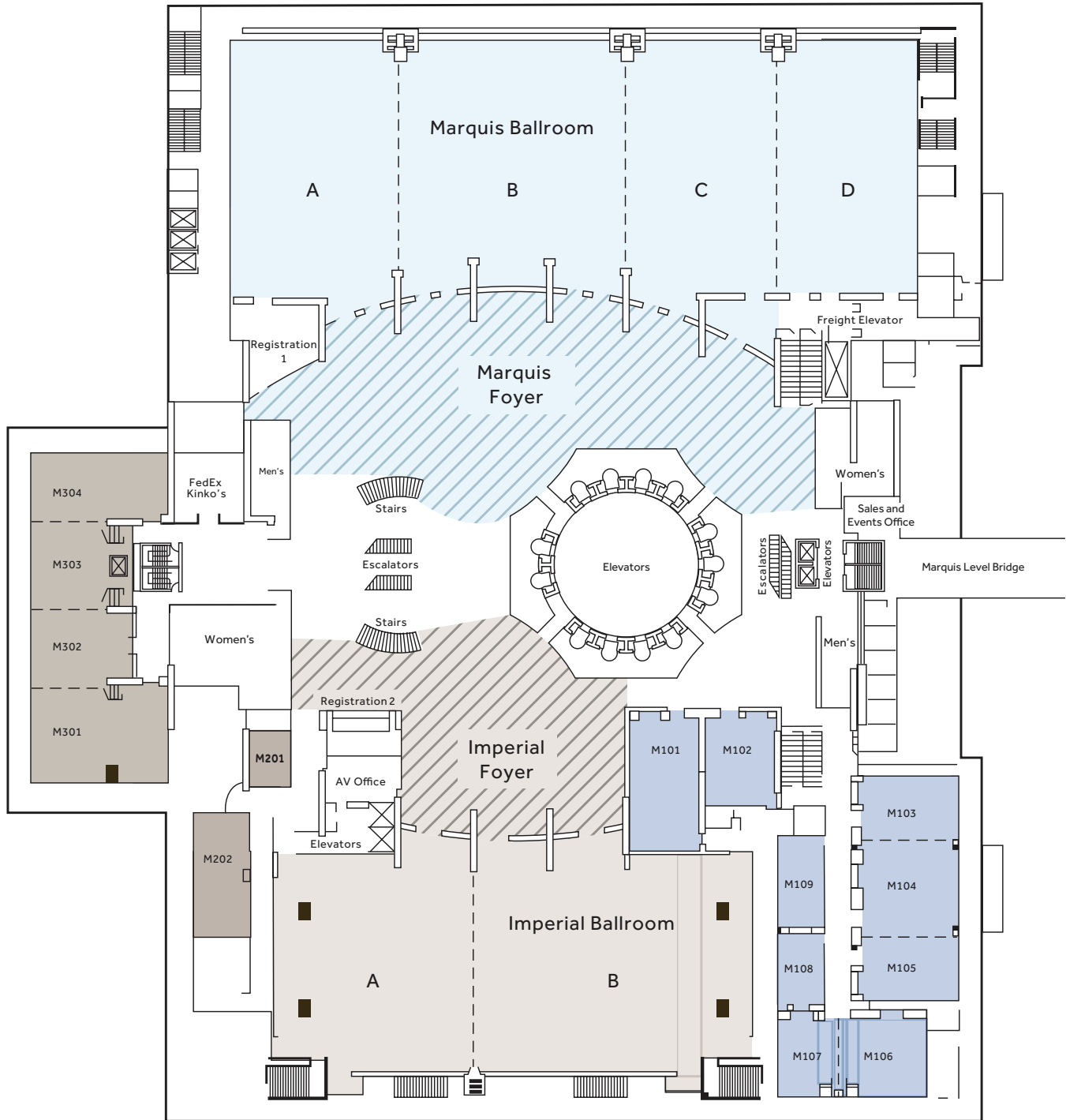
# Meeting Room Maps

## Lobby Level (LL)



# Meeting Room Maps

## Marquis Level (ML)



# Recruiter Institutions and Table Numbers

Advanced Technologies for the Preservation of Biological Systems (27) Minneapolis, MN	Hamilton College (117) Clinton, NY	Procter & Gamble (3) Mason, OH
Auburn University Main Campus (12) Auburn, AL	Hope College (14) Holland, MI	Purdue University - Main Campus (96) West Lafayette, IN
Augustana College (85) Rock Island, IL	Indiana State University (49) Terre Haute, IN	Rand Corporation (100) Santa Monica, CA
Ball State University (15) Muncie, IN	Indiana University Kokomo (76) Kokomo, IN	Rochester Institute of Technology (80) Rochester, NY
Belmont University (39) Nashville, TN	Indiana University-Purdue University Indianapolis (97) Indianapolis, IN	Salem State University (93) Salem, MA
Binghamton University (103, 104) Binghamton, NY	Jackson State University (25) Jackson, MS	Slippery Rock University of Pennsylvania (19) Slippery Rock, PA
Bloomsburg University of Pennsylvania (30) Bloomsburg, PA	James Madison University (47) Harrisonburg, VA	Southern Connecticut State University (95) New Haven, CT
Bridgewater State University (101) Bridgewater, MA	Kent State University at Kent (21) Kent, OH	Southern Illinois University System (116) Edwardsville, IL
Bucknell University (87) Lewisburg, PA	Lock Haven University (24) Lock Haven, PA	State University of New York at New Paltz (26) New Paltz, NY
Clemson University (90) Clemson, SC	Miami University Regionals (33) Hamilton, OH	Stony Brook University (41) Stony Brook, NY
College of Holy Cross (109) Worcester, MA	Middle Tennessee State University (31) Murfreesboro, TN	Texas A&M University - Texarkana (118) College Station, TX
Dartmouth College (105) Hanover, NH	Morgan State University (69) Baltimore, MD	The College of New Jersey (98, 99) Ewing, NJ
East Carolina University (73) Greenville, NC	Mount Holyoke College (108) South Hadley, MA	The University of Tennessee - Chattanooga (81, 82) Chattanooga, TN
East Tennessee State University (20) Johnson City, TN	Murray State University (67) Murray, KY	The University of Texas at San Antonio (35) San Antonio, TX
Eastern Washington University (8) Cheney, WA	NASA - Established Program to Stimulate Competitive Research (94) KSC, FL	Tufts University (34) Boston, MA
Educational Testing Service (89) Princeton, NJ	Niagara University (102) Niagara University, NY	Tuskegee University (10) Tuskegee, AL
Framingham State University (115) Framingham, MA	Norfolk State University (18) Norfolk, VA	University at Buffalo (43) Buffalo, NY
Furman University (13) Greenville, SC	Northern Kentucky University (79) Highland Heights, KY	University of Alabama at Birmingham (88) Birmingham, AL
George Mason University (54) Fairfax, VA	Ohio State University - Main Campus (36,37) Columbus, OH	University of Arkansas (107) Fayetteville, AR
Georgia Institute of Technology (53) Atlanta, GA	Old Dominion University (44) Norfolk, VA	University of Arkansas - Graduate School and International Education (46) Fayetteville, AR
Georgia State University (74, 75) Atlanta, GA	Oregon State University (72) Corvallis, OR	

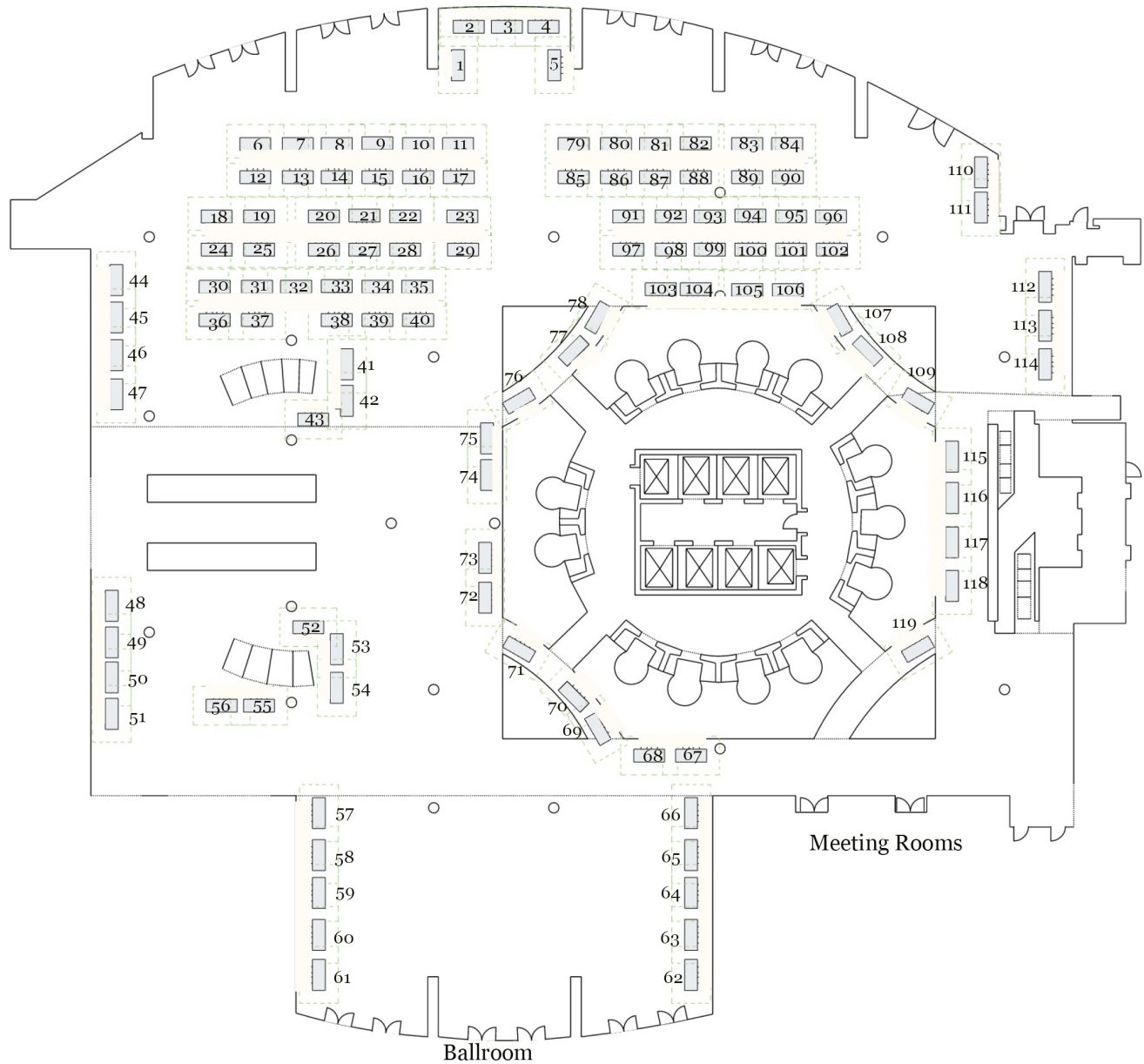
## Recruiter Representatives and Table Numbers, *continued*

University of Central Arkansas (9) Conway, AR	University of Minnesota Crookston (91) Crookston, MN	University of Virginia - Main Campus (11) Charlottesville, VA
University of Connecticut (52) Storrs, CT	University of Minnesota Duluth (68) Duluth, MN	University of Wisconsin - Green Bay (22) Green Bay, WI
University of Dayton (84) Dayton, OH	University of Minnesota Morris (23) Morris, MN	Virginia Community College System (17) Richmond, VA
University of Denver (38) Denver, CO	University of Mississippi (56) University, MS	Virginia Polytechnic Institute and State University (16) Blacksburg, VA
University of Florida (48) Gainesville, FL	University of Missouri-Columbia (6) Columbia, MO	West Virginia University (32) Morgantown, WV
University of Georgia (110) Athens, GA	University of New Hampshire - Main Campus (83) Durham, NH	Western Kentucky University (7) Bowling Green, KY
University of Illinois at Urbana - Champaign (55) Urbana, IL	University of New Mexico - Main Campus (70) Albuquerque, NM	William & Mary (51) Williamsburg, VA
University of Louisiana at Lafayette (78) Lafayette, LA	University of Rochester (111) Rochester, NY	Williams College (92) Williamstown, MA
University of Maryland Eastern Shore (45) Princess Anne, MD	University of South Florida - Main Campus (114) Tampa, FL	Winthrop University (112) Rock Hill, SC
University of Maryland - Baltimore County (77) Baltimore, MD	University of Utah (71) Salt Lake City, UT	Worcester State University (29) Worcester, MA
University of Miami (40) Coral Gables, FL	University of Vermont (42) Burlington, VT	
University of Minnesota (28) Minneapolis, MN		



# Recruiter Table Locations

## Marquis Level Foyer Ballroom and Meeting Rooms



# Plenary Speakers

## Maria Isaza



Maria Isaza, Ph.D., has been dean of the School of Health Professions and Natural Sciences of County College of Morris, Dover since 2021. Prior to that she was professor of biology and chairperson of biology and chemistry. Born in the Republic of Colombia, Isaza came to the United States at the age of 21 and began her educational journey with associate degrees in both medical laboratory technology and biology at CCM. She then graduated *summa cum laude* with a bachelor's from the College of Saint Elizabeth, followed by master's and doctoral degrees from the University of Medicine and Dentistry of New Jersey. Isaza has been serving on the board of the Morris County Organization for Hispanic Affairs since 2015, and since 2019 has served on the Advocacy Committee at Employment Horizons and the Morris Area Paratransit System Citizens Advisory Committee. Her awards include the American Society for Microbiology Travel Award, the NISOD Excellence Award, the Sloan Foundation Travel Award, and the Innovation Award from County College of Morris.

## Ebony Omotola McGee



Ebony Omotola McGee, Ph.D., is a professor of Diversity and Science, Technology, Engineering, and Mathematics Education at Vanderbilt University's Peabody College. She investigates what it means to be racially marginalized and minoritized in the context of STEM higher education and the STEM professions, studying the racialized structures and institutional barriers that adversely affect the education and career trajectories of underrepresented groups. She received a National Science Foundation CAREER grant to investigate the role of marginalization in undercutting success in STEM through psychological stress, interrupted career trajectories, impostor phenomenon, and other debilitating race-related trauma. McGee holds a degree in engineering and a doctorate in mathematics education from the University of Illinois at Chicago. She cofounded and directs the Explorations in Diversifying Engineering Faculty Initiative and cofounded the Institute in Critical Quantitative and Mixed Methodologies Training for Underrepresented Scholars. Her research and op-eds have appeared in the *Journal of Higher Education*, the *American Journal of Education*, *Science*, *Diverse Issues in Higher Education* and many other journals and in her book *Black, Brown, Bruised: How Racialized STEM Education Stifles Innovation*.

## Suzanne Ortega



Suzanne Ortega, Ph.D., became the sixth president of the Council of Graduate Schools on July 1, 2014. Prior to assuming her current position, she served in senior administrative positions at the University of North Carolina, the University of New Mexico, the University of Washington, and the University of Missouri. Ortega's master's and doctoral degrees in sociology were completed at Vanderbilt University. She is the author of numerous book chapters and articles focused primarily on mental health, social inequalities, and graduate education. She has served as principal investigator or co-PI on grants totaling more than \$11 million.

## Plenary Speakers, *continued*

### Julie Posselt



Julie Posselt, Ph.D., is associate dean of the University of Southern California Graduate School, associate professor of higher education in the USC Rossier School of Education, and director of the Equity in Graduate Education Consortium. Rooted in sociological and organizational theory, her research program examines institutionalized inequalities in higher education and organizational efforts aimed at reducing inequities and encouraging diversity. She focuses on graduate education, STEM fields, and elite undergraduate institutions — three sectors of higher education where long-standing practices and cultural norms are being negotiated to better identify talent and educate students in a racially diverse society. Posselt is the author of two books and editor of a third, as well as more than 65 additional publications. She earned her Ph.D. at the University of Michigan and was a postdoctoral fellow with the National Academy of Education/Spencer Foundation.

### Nicolle Parsons-Pollard



Nicolle Parsons-Pollard, Ph.D., is interim provost and senior vice president for academic affairs at Georgia State University, where she formerly served as associate provost for faculty affairs. As chief academic officer she oversees the university's academic programs and policies, international initiatives, strategic planning, assessment of learning outcomes, and recruitment, hiring and retention of faculty. Parsons-Pollard has also served on a leadership team, and on the Task Force for Racial Equality, tackling critical issues in diversity, equity and inclusion. In her previous role as vice provost for academic and faculty affairs at Monmouth University, she provided leadership to ensure the integrity and quality of academic programs and served as the inaugural chair of the President's Advisory Council on Diversity and Inclusion, which paved the way for the Dr. Martin Luther King, Jr. Distinguished Speaker on Social Justice series. Her academic field of interest is criminal justice, and her research has focused on program evaluation, juvenile justice, and disproportionate minority contact by the criminal justice system. She earned a bachelor's in mass communications, a master's in criminal justice and a doctorate in public policy and administration from Virginia Commonwealth University.

### T. Ramon Stuart



T. Ramon Stuart, Ph.D., served as the fifth president of Clayton State University from July 2021 to April 2022., the first African American to hold that position. Stuart created the 1969 President's Circle and championed the Give4Greeks fundraiser which helped the university set an institutional giving record. He also helped the University secure \$1.4M to help provide COVID education in Georgia and led efforts to restore federal funding for the institution's Predominately Black Institution Grant. Stuart joined CSU after serving as the provost and vice president of academic affairs at Fort Valley State University and a faculty member and administrator at West Virginia State University, where he was named Professor of the Year. A champion of students, he would often remind faculty and staff that if a student was good enough to admit, he or she was great enough to graduate. He realized at an early age the transformative impact education could have on one's life, one's family and, ultimately, one's community, and this has been the driving force behind his motivation to provide opportunities for students not only to obtain a degree but to excel in their chosen field. Stuart resides in south Atlanta with his wife and daughter.

# Thank You

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

## *29th Annual Institute on Teaching and Mentoring*

Sponsorships include:

PLATINUM – \$7,000

**Georgia State University**

GOLD – \$4,000

**Mississippi State University**

**Purdue University-Main Campus**

**University of Missouri-Columbia**

SILVER – \$2,000

**Indiana University Purdue University Indianapolis**

**Ohio State University-Main Campus**

**Old Dominion University**

**Procter & Gamble**

**University of Mississippi**

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Friends of the Institute include:

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**University of Minnesota Duluth, University of Minnesota Morris,**

**University of Maryland Eastern Shore and University of Dayton**



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\* *Diverse: Issues In Higher Education* (2021)

\*\* *U.S News & World Report* (2023)



  
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*Medford Campus*

## ABOUT THE PROGRAM

Positions are available in the **Institutional Research and Academic Career Development Awards Program (IRACDA)** at Tufts University.

This NIH-funded program is designed to prepare talented postdoctoral scholars with the career skills needed to succeed in academic biomedical research. Scholars spend on average 75% of their time conducting bench research and 25% of their time in career development activities that will help them manage the multiple demands of a faculty position. Opportunities are available in a wide range of biomedical research disciplines. Teaching skills are developed through programs involving mentored classroom assignments at minority-serving colleges in the Boston area. Workshops on essential skills such as grant and manuscript writing, mentoring, lab management, and scientific presentations; as well as on teaching methods that encourage active learning. The training components are sequenced to allow scholars to balance the activities and to build on previous experiences.

**IRACDA scholars receive up to four years of salary support with benefits package, and a yearly travel and supply fund.** They complete the program ready to manage a successful research program, teach courses to diverse student populations, and balance the multi-faceted demands inherent in a career as an academic scientist. 89% of our program alumni have taken positions at institutions of higher education across the country, and 85% of those are in tenure-track positions! All others have gone into key industry positions!

## APPLICATION INFORMATION

**The application deadline for positions beginning in the fall (Sept. 1) of 2023 is Wednesday, February 1, 2023.**

Applicants must be U.S. citizens or permanent residents with no more than two years of completed postdoctoral training at the time of their appointment to the program. The strongest candidates will have outstanding academic and research credentials, an interest in teaching, mentoring, and increasing diversity in STEM fields, and a commitment to the goals of the Tufts IRACDA program. **Application Portal access & all other information may be found on our website.** <https://gsbs.tufts.edu/academics/TuftsIRACDA>

## WHY BOSTON, MASSACHUSETTS?

Tufts is located in the academic and intellectual hub of Boston, home to more than 60 distinguished colleges and universities. A truly multi-cultural city, it boasts the largest concentration of international students in the world, providing an unparalleled environment for study and research opportunities. In addition to the numerous colleges and universities, many of the world's leading biomedical research institutions and biotech companies have headquarters or branches based in and around Boston. Recreational activities are abundant and range from music, museums, sports, theatre and restaurants. The beaches of Cape Cod and the hiking trails and ski slopes of Maine, New Hampshire, and Vermont are only 2 to 3 hours away. In Boston, you will discover one of America's most cultural, stimulating, and livable cities. Come join us!

**Join us and build your science career in academia!**



## CONTACT US

### Program Leadership

Dr. Claire Moore, PhD  
Dr. Mitch McVey, PhD  
Mr. Jordan Wilkinson, CRA

[IRACDA@tufts.edu](mailto:IRACDA@tufts.edu)  
*All messages welcome!*

### Want to Learn More?



[Program Website](https://gsbs.tufts.edu/academics/TuftsIRACDA)

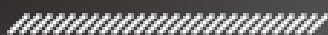


University  
of Dayton

# A MISSION *IN MOTION*



As a top-tier Catholic research institution, the University of Dayton is deeply committed to diversity, equity and inclusion. We are builders of community — dedicated to advancing the common good together.



*[udayton.edu/about/diversity](http://udayton.edu/about/diversity)*





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[z.umn.edu/scsecareers](https://z.umn.edu/scsecareers)

The University of Minnesota is an equal opportunity educator and employer.

# UMD

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Driven to Discover



Hamilton College, a residential liberal arts college and a national leader in teaching students to write effectively, learn from each other and think for themselves, is committed to building a diverse and inclusive educational environment. Excellent faculty, highly capable and motivated students, and a student faculty ratio of 9:1 provide an educational experience that emphasizes academic excellence, values and seeks intellectual and cultural diversity, and encourages respect for differences in the development of students as human beings. Hamilton's commitment to diversity is embodied in its need-blind admission policy and meeting the full demonstrated financial need of every accepted student for their entire undergraduate program.

Hamilton College invites applications for tenure-track positions at the rank of Instructor (ABD) or Assistant Professor (PhD), beginning July 1, 2023, in the following areas:

- Anthropology (Linguistics)
- Computer Science (two positions in any areas of applied computer science)
- Economics (three positions; one position in international finance; one position in macroeconomics; and one position in Economic History, Law & Economics or Political Economy)
- Environment Studies (Environmental Justice)
- Geoscience (Hydrogeology)
- Physics (two positions: one in experimental physics; one open area)
- Sociology (Race/Ethnicity)

Complete descriptions of positions and application procedures are available on the Hamilton College [Human Resources webpage](#). We seek candidates who can demonstrate their experience in teaching or working with broadly diverse student populations. Cover letters should address the ways in which candidates would further the College's goal of building a diverse and inclusive educational environment. Hamilton is committed to supporting, mentoring, and retaining faculty.

ABD candidates will be considered, although candidates with a Ph. D. are preferred. The teaching load for all tenure-track positions is four courses during the first year and five courses thereafter. Applicants with dual-career considerations can find other Hamilton and nearby academic job listings at [Upstate New York - Higher Education Jobs](#), as well as additional information at <https://www.hamilton.edu/dof/faculty-development/resources-for-prospective-or-new-faculty/opportunities-for-spouses-or-partners> (Opportunities for Spouses or Partners).

Hamilton College is an affirmative action, equal opportunity employer and is committed to diversity in all areas of the campus community. Hamilton provides domestic partner benefits. Candidates from underrepresented groups in higher education are especially encouraged to apply.

Questions regarding faculty searches can be directed to the Associate Deans of Faculty Nathan Goodale ([ngoodale@hamilton.edu](mailto:ngoodale@hamilton.edu)) and Penny Yee ([pyee@hamilton.edu](mailto:pyee@hamilton.edu)).

Office of the Hamilton College Dean of Faculty  
[hamilton.edu/dof](https://www.hamilton.edu/dof)



# Framingham

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## State University



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

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. Our undergraduate constituency is 36% percent students of color, 16% who identify at Latinx.

Framingham State University is honored to be a four-time recipient of the INSIGHT 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, people of color, 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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UNIVERSITY

# ACADEMIC EXCELLENCE BEGINS WITH BLUE!

Indiana State University values diverse faculty, lecturers, doctoral candidates and post-doctoral fellows, and actively seeks to diversify our campus community with educators and scholars.

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- Educational Administration
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- Clinical Psychology
- Athletic Training

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- Data, Plans, Reports

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### CONTACT US

106 McArthur Hall  
Mississippi State, MS 39762  
(662) 325-2493  
[oidi.msstate.edu](mailto:oidi.msstate.edu)

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**DAY 1.**

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## Our commitment to inclusive excellence

Ohio State's **Diverse Faculty and Scholars Recruitment Collaborative** works to increase diversity among faculty and postdoctoral scholars through enhanced and targeted outreach practices and strategic networking.

Are you a candidate interested in joining Buckeye nation? Visit [oaa.osu.edu/diversity](https://oaa.osu.edu/diversity) to learn about our commitment to diversity and view open positions.



**THE OHIO STATE UNIVERSITY**  
OFFICE OF ACADEMIC AFFAIRS



**OLD DOMINION**  
UNIVERSITY®

## Committed to Diversity, Equity, and Inclusion

~ Awarded R1 Status from Carnegie Classification of Institutions of Higher Education, 2021

~ Ranked #5 Most Diverse Colleges in Virginia by Niche.com, 2022

~ Ranked #21 Top Online MBA Programs by Princeton Review, 2022



"ODU has a time-honored tradition of providing a diverse and welcoming community where we learn from different backgrounds, cultures, and experiences." ~ President Brian O. Hemphill, Ph.D.

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

For more information regarding teaching faculty positions, contact the Office of Academic Affairs at 757-683-5421.

For more information regarding administrative and professional faculty positions, contact the Department of Human Resources at 757-683-3042 or [jobsearch@odu.edu](mailto:jobsearch@odu.edu).

For current employment opportunities, go to [jobs.odu.edu](https://jobs.odu.edu).



We encourage you to stop by table 44.  
We would love the opportunity to meet you!



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*Legacy*

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OF MISSISSIPPI



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# Agenda in Detail

## *Institute 2022*

\*\*\* Consult the SREB Event app for session meeting room.

### Thursday, October 27

Noon - 8 p.m. **REGISTRATION AND CHECK-IN** **Imperial Foyer**

4 - 5:30 p.m. **Networking/Faculty Recruiting Station Visits** **Marquis and Imperial Foyer**

#### **ORIENTATION SESSIONS BY GROUP**

5:30 - 6:30 p.m. **Orientation for SREB-State Doctoral Scholars and Faculty Representatives (Required)** \*\*\*

*Presiding and Presenter: Ansley Abraham, Director, SREB-State Doctoral Scholars Program*

*Presenter: Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program*

**Orientation for Ronald E. McNair Postbaccalaureate Achievement Program and Student Support Services (SSS) Scholars and Directors** **L503**

*Presenter: Lynn Curry, Director, McNair Scholars Program, Central Michigan University*

**Orientation Session for Guest Scholars not Affiliated with a Group** **M104**

*Presenter: Robert (Bob) Belle, Senior Consultant, SREB State Doctoral Scholars Program*

*Presenter: Samesha R. Barnes Ivey, Director of the University of Florida Thrive Center*

**Orientation for Gates Millennium Scholars Program Scholars and Faculty** **M106**

*Presenter: Justin Bailey, Relationship Manager – Gates Millennium Scholars Program*

**Orientation for Alfred P. Sloan Minority Ph.D. Program, SLOAN Graduates, UCEM Leaders and MPhD Faculty (All Sloan)** \*\*\*

*Presenter: Lorelle Espinosa, Program Director, DEI in STEM Higher Education*

*Presenter: Denise Ellis, Program Administrator/Community Engagement Director, Alfred P. Sloan Foundation*

**Orientation for Tekeda Fellows** **M103**

*Presenter: Arthur Mitchell, Chief Learning Officer, National Institute for Inclusive Competitiveness*

## Thursday, October 27, *continued*

### ORIENTATION SESSIONS BY GROUP *continued*

5:30 - 6:30 p.m.	<b>Orientation for Recruiters (Optional)</b>	<b>M108</b>
	<i>Presenter: Rana Johnson, Associate Vice President and Strategic Initiatives, Indiana State University</i>	
	<b>Orientation for NASA Scholars</b>	<b>M105</b>
	<i>Presenter: TBA</i>	
7 - 8 p.m.	<b>WELCOME AND OPENING RECEPTION</b> <i>(light refreshments, dinner on your own)</i>	<b>Imperial Ballroom</b>
8 - 9 p.m.	<b>Chalk Talk Training Session</b>	<b>M105</b>
	<i>Presenter: Antionette Denise Stroter, Adjunct Professor, Director of Research &amp; Evaluation, Liberty University</i>	
8 - 9 p.m.	<b>Q&amp;A SREB Institutionally Funded Scholars</b>	<b>M104</b>
	<i>Presiding and Presenter: Ansley Abraham, Director, SREB-State Doctoral Scholars Program</i>	
	<i>Presenter: Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program</i>	

# Friday, October 28

7:30 a.m. - 12:15 p.m.      **REGISTRATION AND CHECK-IN**      **Imperial Foyer**

## **BREAKFAST GROUP MEETINGS**

*(Breakfast opens at 7 a.m. Breakfast meetings begin promptly at 7:30 a.m.)*

7:30 - 8:30 a.m.      **Breakfast meeting for NASA Fellows**      **M105**

### **Breakfast Meeting for SREB-State Doctoral Scholars and Faculty Representatives (Required)**

\*\*\*

*Presenter: Ansley Abraham, Director, SREB-State Doctoral Scholars Program*

*Presenter: Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program*

### **Breakfast meeting for Alfred P. Sloan Minority Ph.D. Program, SLOAN Graduates, UCEM Leaders and MPhD Faculty (All Sloan)**

\*\*\*

*Presenter: Lorelle Espinosa, Program Director, DEI in STEM Higher Education*

**Breakfast Meeting for McNair and SSS Scholars and Directors (Required)**      **L503**

### **Orientation for Tekeda Fellows**

**M103**

*Presenter: Arthur Mitchell, Chief Learning Officer, National Institute for Inclusive Competitiveness*

### **Breakfast Meeting for Gates Millennium Scholars Program Participants (Required)**

**M106**

*Presenter: Justin Bailey, Program Manager, United Negro College Fund and Relationship Manager - Gates Millennium Scholars Program*

### **Breakfast Meeting for Guest Scholars not Affiliated with a Group**

**M108**

*Presenter: Robert (Bob) Belle, Senior Consultant, SREB State Doctoral Scholars Program*

*Presenter: Samesha R. Barnes Ivey, Director of the University of Florida Thrive Center*

8:45 - 10:15 a.m.      **WELCOME, OPENING SESSION**      **Marquis Ballroom**

*Presiding: Ansley Abraham, Director, SREB-State Doctoral Scholars Program*

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

*Presenter: Maria Isaza, Dean, School of Health Professions & Natural Sciences, Community College of Morris*

*Presenter: Ramon Stuart, Former President of Clayton State University*

## Friday, October 28, *continued*

10:15 - 11 a.m.     **Networking Break/Faculty Recruiting Station Visits**     Marquis and Imperial Foyers

### CONCURRENT INTEREST SESSIONS or CV REVIEWS

11 a.m. - 12:15 p.m.     ***First and Lasting Impressions: Organizing for the Interview***     M108

*Presenter:* **Rana Johnson**, Associate Vice President for Inclusive Excellence and Strategic Initiatives, Indiana State University

***Negotiating your First Faculty Position***     M107

*Presenter:* **Kofi Lomotey**, Bardo Distinguished Professor, Western Carolina University

***Writing your Dissertation***     M106

*Presenter:* **Alex Kenney**, Lecturer, Student Affairs and Higher Education Program, Indiana State University

***What to Do After you Apply to Ensure Admission and Funding***     M104

*Presenter:* **Donald Asher**, Asher Associates

***Planning your Ph.D.***     M103

*Presenter:* **Wendy Carter Veale**, Dissertation Coach & Program Coordinator, University of Maryland - Baltimore County

***Student Centered Teaching - Designing Your Course Methods, Assignments and Assessments to Optimize the Student's Opportunity to Learn***     M105

*Presenter:* **Edwin Barea-Rodriguez**, Executive Director for Student Initiatives in Inclusive Excellence, University of Texas at San Antonio

***Leveraging Academic Pipeline Programs to Support your Transition to Becoming a Faculty Members***     M101

*Presenter:* **Curtis Byrd**, Special Advisor to the Provost, Diversity, Equity, and Inclusion, Georgia State University

*Presenter:* **Rihana Mason**, Research Associate, Georgia State University

***Retaining and Recruiting Diverse Faculty***     M109

*Presenter:* **Betina Wilkinson**, Associate Professor & Associate Chair, Politics & International Affairs Department, Wake Forest University

***Preparing for NSF/NASA FAST – Fellows Advancing Science and Technology Solicitation***     M102

*Presenter:* **Dawn Elliott**, National Aeronautics and Space Administration

*Presenter:* **Ali Shaykhian**, National Aeronautics and Space Administration



## Friday, October 28, *continued*

### CONCURRENT INTEREST SESSIONS or CV REVIEWS

11 a.m. - 12:15 p.m.     ***Transitioning from HBCUs to PWIs as a STEM Graduate Student***     **L503**

*Presenter:* **Arthur Mitchell**, Chief Learning Officer

*Presenter:* **Jared Mitchell**, Doctoral Candidate, Applied Physics at the University of Michigan

***Solo Success: How to thrive when you're the only \_\_\_\_ in your department***     **M103**

*Presenter:* **Joy Gayles**, Associate Professor, Higher Education Program Coordinator, North Carolina State University

12:30 - 2 p.m.     **LUNCH AND KEYNOTE ADDRESS**     **Marquis Ballroom**

*Presider:* **Thomas Snowden**, Professor and Chair, Natural Sciences Department, Prince George's Community Colleges

*Presenter:* **Nicolle Parsons-Pollard**, Interim Provost and Senior Vice President for Academic Affairs, Georgia State University

2 - 2:45 p.m.     **Networking Break/Faculty Recruiting Station Visits**     **Marquis and Imperial Foyers**

### CONCURRENT INTEREST SESSIONS or CV REVIEWS

2:45 - 4 p.m.     ***Letters of Reference and Recommendation: How to Get and Write the Very Best***     **M102**

*Presenter:* **Michael Westrate**, Assistant Vice Provost, Graduate Research & Education

***Describing your Research in Five Minutes or Less***     **M109**

*Presenter:* **Antionette Stroter**, Adjunct Professor, Director of Research and Evaluation, Liberty University

***Becoming a Postdoc: How to choose the Right Mentor and Make the Most of your Postdoctoral Fellowship***     **M101**

*Presenter:* **Marcela Hernandez**, Assistant Dean, Faculty Affairs and Recruitment, College of Engineering

***Everything a New Faculty Member Needs to Know about Becoming an Effective Advisor and Mentor***     **M105**

*Presenter:* **Loretta McGregor**, Professor, Arkansas State University

***Belonging and STEM Identity: Battling the Imposter Syndrome***     **M106**

*Presenter:* **Arthur Mitchell**, Chief Learning Officer

*Presenter:* **Jared Mitchell**, Doctoral Candidate, Applied Physics at the University of Michigan



## Friday, October 28, *continued*

### CONCURRENT INTEREST SESSIONS or CV REVIEWS

2:45 - 4 p.m.	<b><i>Getting Published: Advice for Scholars</i></b>	<b>M108</b>
	<i>Presenter: Martha Avtandilian</i> , Publisher, SAGE Social Science Journals Division	
	<b><i>Recruiters Session: “The Secret Struggles of Newly Hired Faculty: How to Retain + Support New Hires to Your Institution”</i></b>	<b>M107</b>
	<i>Presenter: Fatimah Williams</i> , Founder, Beyond the Tenure Track	
2:45 - 4 p.m.	<b><i>Notes from a Faculty Search Committee Chair</i></b>	<b>L503</b>
	<i>Presenter: Ali Gordon</i> , Professor and Associate Dean, Mechanical and Aerospace Engineering	
	<b><i>Financial Planning for the Future: Investing Basics for Today’s Market</i></b>	<b>M104</b>
	<i>Presenter: Steven Reznik</i> , Financial Advisor, Chiron Capital Management	
4 - 5:15 p.m.	<b>Networking Break/Faculty Recruiting Station Visits</b>	<b>Marquis and Imperial Foyer</b>
5:15 - 5:30 p.m.	<b>Recruiters Photos</b>	<b>***</b>
5:30 - 6:30 p.m.	<b>INSTITUTE GRADUATES’ AWARDS PROGRAM</b>	<b>Marquis Ballroom</b>
6:30 - 7:30 p.m.	<b>AWARDS DINNER</b>	<b>Marquis Ballroom</b>
	<i>Presiding: Curtis Byrd</i> , Special Advisor to the Provost, Diversity, Equity, and Inclusion, Georgia State University	

## Saturday, October 29

7:30 a.m. - 12:15 p.m.	<b>REGISTRATION AND CHECK-IN</b>	<b>Imperial Foyer</b>
	<b>CHALK TALKS AND NETWORKING BREAKFASTS BY DISCIPLINE</b>	
7:15 - 8:15 a.m.	<b>Biological Sciences</b>	<b>M105</b>
	<i>Presenter: Thomas Snowden</i> , Professor and Chair, Natural Sciences Department, Prince George's Community Colleges	
	<b>Education</b>	<b>M108</b>
	<i>Presenter: Janeen Perry-Campbell</i> , Director of Diversity, Equity, and Inclusion, Portsmouth Public Schools	
	<b>Engineering, Computer Sciences and Mathematics</b>	<b>M107</b>
	<i>Presenter: Simone Douglas-Green</i> , Postdoctoral Associate, Massachusetts Institute of Technology	
	<b>Health Sciences</b>	<b>M106</b>
	<i>Presenter: Shantesica Gilliam</i> , Program Evaluation Specialist/CDC Contractor, Copial Business Strategists, LLC	
	<b>Humanities</b>	<b>M104</b>
	<i>Presenter: Elizabeth Naranjo Hayes</i> , Assistant Professor of Spanish, Truman State University	
	<b>Physical Sciences</b>	<b>M103</b>
	<i>Presenter: Mayra Roman-Rivera</i> , Lecturer, University of Tennessee	
	<b>Psychology</b>	<b>M101</b>
	<i>Presenter: LaToya Bianca Smith</i>	
	<b>Social Sciences (Except Psychology)</b>	<b>M109</b>
	<i>Presenter: E'lisha Fogle</i> , Assistant Professor, California State Polytechnic University	
	<b>Other Disciplines</b>	<b>M102</b>
	<i>Presenter: Vetria Byrd</i> , Associate Professor, Purdue University	
8:30 - 9:30 a.m.	<b>PLENARY SESSION: <i>Inequality in Doctoral Education: Research to Practice and Back Again</i></b>	<b>Marquis Ballroom</b>
	<i>Presiding: E'lisha Fogle</i> , Assistant Professor, California State Polytechnic University	
	<i>Presenter: Julie Posselt</i> , Associate Professor, Higher Education, University of Southern California	
9:30 - 10:15 a.m.	<b>Networking Break/Faculty Recruiting Station Visits</b>	<b>Marquis and Imperial Foyer</b>

## Saturday, October 29, *continued*

### CONCURRENT INTEREST SESSIONS or CV REVIEWS

10:15 - 11:30 a.m.	<b><i>What Can I Do to Contribute to a Good Mentoring Relationship with My Faculty Mentor?</i></b>	<b>M105</b>
	<i>Presenter: Thomas Rochon, President, Educational Records Bureau</i>	
	<b><i>Getting Phinished/FinishEdD #WhoGotNext</i></b>	<b>M106</b>
	<i>Presenter: Daniel Jean, Assistant Provost, Montclair State University</i>	
	<b><i>Promoting Classroom Success and Active Learning When Students Are Diverse by Background, Learning Preferences, And Career Goals</i></b>	<b>M107</b>
	<i>Presenter: James Anderson, Ret. Chancellor - Fayetteville State University</i>	
	<b><i>Men of Color in Academia</i></b>	<b>M108</b>
	<i>Panelist: Mark Neal, James B Duke Distinguished Professor of African &amp; African American Studies, Duke University</i>	
	<i>Panelist: Ivory Toldson, National Director of Education Innovation and Research, NAACP; Professor, Howard University</i>	
	<b><i>Women of Color in Academia</i></b>	<b>M109</b>
	<i>Panelist: Norma Alcantar, Associate Dean for Research, College of Engineering, University of South Florida</i>	
	<i>Panelist: Dana K. Harmon, Clinical Associate Professor, School of Social Work, Loyola University Chicago</i>	
	<b><i>Cultivating a Growth Mindset</i></b>	<b>M101</b>
	<i>Presenter: Alexandra Abraham, Master Resilience Trainer, Magellan Federal</i>	
	<b><i>Inspiration, Innovation, and Invention – Ideation to Reality</i></b>	<b>L503</b>
	<i>Presenter: Karen Burg, Vice President for Research, University of Georgia</i>	
	<b><i>Future Forward: Imaging A New Generation of Researchers for Graduate Education</i></b>	<b>M103</b>
	<i>Presenter: Catherine Millet, Senior Research Scientist and Strategic Advisor, Educational Testing Service</i>	
	<b><i>Mentoring Programs as DEI Initiatives?</i></b>	<b>M104</b>
	<i>Presenter: Stacy Blake-Beard, Professor of Management, Simmons School of Business</i>	

## Saturday, October 29, *continued*

10:15 - 11:30 a.m.	<p><b><i>Procter &amp; Gamble: P&amp;G Sciences</i></b></p> <p><i>Presenter: Adrian D. Land</i>, Group Head - Beauty Global Product Stewardship</p> <p><i>Presenter: Rukeyser Thompson</i>, Senior Director - Global Herbal Essences and Cleansing Reinvention Platform</p>	<b>M102</b>
<b>CONCURRENT INTEREST SESSIONS or CV REVIEWS</b>		
11:45 a.m. - 1 p.m.	<p><b><i>Tips for Writing Proposals</i></b></p> <p><i>Presenter: Wendy Carter-Veale</i>, Dissertation Coach &amp; Program Coordinator, University of Maryland - Baltimore County</p>	<b>M102</b>
	<p><b><i>Panel of Admissions Experts: Graduate and Post-Doctoral Programs</i></b></p> <p><i>Presenter: Donald Asher</i>, Asher Associates</p>	<b>M103</b>
	<p><b><i>Well-Being: Your Foundation of Strength</i></b></p> <p><i>Presenter: Lynn Curry</i>, Director, McNair Scholars Program, Central Michigan University</p>	<b>M105</b>
	<p><b><i>Fostering Affirming Learning Environments for LGBTQI+ Students</i></b></p> <p><i>Presenter: David Rivera</i>, Associate Professor, Counselor Education, Queens College, City University of New York</p>	<b>M106</b>
	<p><b><i>The Gateway Grant Model: How to Support Applicants for the Prestigious National Fellowships</i></b></p> <p><i>Presenter: Michael Westrate</i>, Assistant Vice Provost, Graduate Research &amp; Education, Villanova University</p>	<b>M107</b>
	<p><b><i>Creating Safer Spaces in STEM: Failure-Centered Pedagogy as a Tool for Inclusive Teaching #StudentSuccess #GrowthMindset</i></b></p> <p><i>Presenter: Melody Kelley</i>, Associate Professor of Chemistry, Georgia State University Perimeter College</p>	<b>M108</b>
	<p><b><i>Presenting Research Effectively</i></b></p> <p><i>Presenter: Colleen McLinn</i>, Executive Director, Future Faculty and Academic Affairs, Cornell University</p> <p><i>Presenter: Tammy McCoy</i>, TA Development and Future Faculty Specialist, Georgia Institute of Technology</p>	<b>M109</b>

## Saturday, October 29, *continued*

### CONCURRENT INTEREST SESSIONS or CV REVIEWS

11:45 a.m. - 1 p.m.	<b><i>A Conversation with Elders</i></b>	<b>M101</b>
	<i>Presiding:</i> <b>Bob Belle</b> , Senior Consultant, SREB-State Doctoral Scholars Program, Southern Regional Education Board	
	<i>Panelist:</i> <b>Norma Alcantar</b> , Associate Dean for Research, College of Engineering, University of South Florida	
	<i>Panelist:</i> <b>Beverly Robinson</b> , Owner, BR Educational Consulting	
	<i>Panelist:</i> <b>Roosevelt Johnson</b> , Senior Advisor, Office of STEM Engagement, National Aeronautics and Space Administration (NASA)	
	<i>Panelist:</i> <b>Hank Frierson</b> , Professor Emeritus, and Fmr. Assoc. Vice President and Graduate School Dean, University of Florida	
	<b><i>Effective Graduate Mentoring: Evidence Based Practices from IUPUI</i></b>	<b>L503</b>
	<i>Presenter:</i> <b>Tabitha Hardy</b> , Assistant Vice Chancellor for Graduate Education, Indiana University - Purdue University Indianapolis	
	<i>Presenter:</i> <b>Randall Roper</b> , Director, IUPUI Graduate Mentoring Center	
1 - 2:30 p.m.	<b>LUNCHEON AND AWARDS PROGRAM</b>	<b>Marquis Ballroom</b>
	<i>Presiding:</i> <b>Curtis Byrd</b> , Special Advisor to the Provost, Diversity, Equity, and Inclusion, Georgia State University	
2:30 - 3 p.m.	<b>Networking Break</b>	<b>Marquis and Imperial Foyer</b>
3 - 4 p.m.	<b>GROUP PHOTOS</b>	<b>Imperial Ballroom</b>

## Sunday, October 30

8:30 - 9:45 a.m.	<b>Closing Session for Sloan Scholars, UCEM Leaders and MPHD (ALL SLOAN)</b>	***
	<b>Closing Session for NASA Fellows</b>	***
9:45 - 11:30 a.m.	<b>SREB INSTITUTE BRUNCH AND CLOSING SESSION</b>	<b>Marquis Ballroom</b>
	<i>Presiding:</i> <b>Bob Belle</b> , Senior Consultant, SREB-State Doctoral Scholars Program, Southern Regional Education Board	
	<i>Presenter:</i> <b>Ebony McGee</b> , Professor of Education, Diversity and STEM Education, Vanderbilt University	
11:30 a.m. - Noon	<b>Adjournment</b>	





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

## 2022 Conference at the Institute for Teaching and Mentoring

**Note: Consult the SREB Event app for session meeting room.**

### Thursday, October 27

- 5:30 - 6:30 p.m.     **Orientation for Sloan Scholars, Sloan Graduates, UCEM Leaders and Faculty** (*ALL SLOAN*)
- Topic:** *How to Maximize Your Time at the Institute*
- Presiding:* **Lorelle Espinosa**, Program Director, DEI in STEM Higher Education
- Presenter:* **Simone Douglas-Greene**, Georgia Institute of Technology  
Sloan Scholar ('20)
- Presenter:* **Cody Gonzalez**, The Pennsylvania State University  
Sloan Scholar ('21)
- Presenter:* **A. Andrew Jones**, Massachusetts Institute of Technology  
Sloan Scholar ('18)
- 6:45 – 8:30 p.m.     **Welcome Reception and Networking Event** (*ALL SLOAN*)
- Topic:** *Welcome Address*
- Presiding:* **Lorelle Espinosa**, Program Director, DEI in STEM Higher Education

### Friday, October 28

- 7 - 8:30 a.m.     **Breakfast meeting for Alfred P. Sloan Graduate Scholarship Program, Sloan Graduates, UCEM Leaders and Faculty** (*ALL SLOAN*)
- Topic:** *Life after the PhD: A Journey from Postdoc to Department Chair*
- Presiding:* **Veronica Zepeda**, Program Director, Sloan Scholars Mentoring Network, Social Science Research Council, Brooklyn, NY
- Presenter:* **Steven Damo**, UC Berkeley Sloan Scholar ('06),  
Chair, Department of Life and Physical Sciences, Fisk University
- 11 a.m. - 12:15 p.m.     **Sloan UCEM Leaders Meeting I**
- Topic:** *Diversity and the Law in Uncertain Times — Where are We and What's Next?*
- Presiding:* **Lorelle Espinosa**, Program Director, DEI in STEM Higher Education
- Presenter:* **Travis T. York**, Director, Inclusive STEM Ecosystems for Equity & Diversity (ISEED), American Association for the Advancement of Science (AAAS)
- Presenter:* **Jamie Lewis Keith**, Partner, Education Counsel LLC

## Friday, October 28, *continued*

**Note: Consult the SREB Event app for session meeting room.**

- 2:30 – 4:30 p.m.     **Sloan UCEM Leaders Meeting II**  
**Topic:** *Building a Community of Practice I*  
*Presiding:* **Carmen Sidbury**, Senior Director, Research, NACME Inc.  
*Facilitator:* **Pamela Legett-Robinson**, Executive Director, PLR Consulting

## Saturday, October 29

- 8:30 - 9:30 a.m.     **Plenary Session II**
- 9:45 - 11:15 a.m.     **Sloan UCEM Leaders Meeting III**  
**Topic:** *Preparing Diverse Scholars for the Professoriate: Lessons Learned from the Dissertation Institute*  
*Presiding:* **Carmen Sidbury**, Senior Director, Research, NACME Inc.  
*Presenter:* **Stephanie G. Adams**, Dean and Lars Magnus Ericsson Chair, Erik Jonsson School of Engineering and Computer Science, The University of Texas at Dallas
- 11:45 a.m. - 1 p.m.     **Sloan UCEM Leaders Meeting IV**  
**Topic:** *Building a Community of Practice II*  
*Presiding:* **Carmen Sidbury**, Senior Director, Research, NACME Inc.  
*Facilitator:* **Pamela Legett-Robinson**, Executive Director, PLR Consulting
- 4 - 6 p.m.     **Sloan Networking Event (All Sloan Scholars)**  
  
**Sloan Networking Event (Sloan Directors/Faculty)**

## Sunday, October 30

- 8:30 - 9:45 a.m.     **Closing Session for Sloan Scholars, UCEM Leaders and Faculty (ALL SLOAN)**  
**Topic:** *A Journey from Engineering Scholar to National Leader*  
*Presiding:* **Lorelle Espinosa**, Program Director, DEI in STEM Higher Education  
*Presenter:* **M. Brian Blake**, President, Georgia State University
- 9:45 - 11:30 a.m.     **SREB Institute Brunch and Closing Session (ALL SLOAN)**  
*Presiding:* **Ansley Abraham**, Director, SREB-State Doctoral Scholars Program, Southern Regional Education Board, Atlanta, GA

# Congratulations SREB & DSP!

Southern Connecticut State University (SCSU) strives to be a leading social justice and anti-racist institution that supports our diverse student body with an equally diverse instructional faculty.

#### Fact Facts:

- Located in historic New Haven, with easy access to New York and Boston
- 8,788 number of undergraduate and graduate students as of Fall 2021
- 225+ academic programs (undergraduate and graduate)
- 12:1 student-to-faculty ratio as of Fall 2021
- Institutional values: Dignity, Respect, Kindness, Compassion, and Civility



A view of the Adanti Student Center (left) and Hilton C. Buley Library (right)

## Congratulations Doctoral Scholars Program participants that have completed or will complete their Doctorate!

**Visit our booth at the Institute on Teaching and Mentoring or our website to learn more about our commitment to social justice and anti-racism.**



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