**A Conversation with Dr. Ansley Abraham, Director of the SREB-State Doctoral Scholars Program**

**Ansley Abraham**

In recognition of the 30th Anniversary of the Institute on Teaching and Mentoring, Dr. Abraham will respond to spontaneous questions from the participants about different aspects of the Institute. This could include: Why and how did the Institute start? How was the Institute received by graduate schools? What have been some of the successes and challenges he has had to address? And what does the future of the Institute hold?

**Code Switching: A PhD-estrian's Guide to Professionalism**

**Tiffany Harrison**

This session delves into the art of balancing authenticity and adaptability. Learn the essential skills of effective communication, networking, and self-advocacy while embracing your unique identity. This session goes beyond traditional professionalism, exploring topics such as cultural intelligence, inclusive leadership, and interdisciplinary collaboration. Walk away with strategies to navigate the diverse landscapes of academia and beyond, armed with confidence, resilience, and the know-how to succeed.

**Creating Safer Spaces in STEM: Failure-Centered Pedagogy as a Tool for Inclusive Teaching**

**Melody Kelley**

Listen to any motivational speaker or self-help professional and you’ll learn that failure is beneficial. While this notion has been broadly accepted in society, it has yet to make its way inside the STEM classroom. A key barrier to transitioning our students from a fixed mindset to one of growth is exploring their relationship with failure. In this session, we will discuss ways that -as instructors- we can holistically confront the “elephant” in our classrooms and cultivate safer spaces for students in STEM.

**Creatively Enhancing Your Leadership Style**

**Nehemiah Mabry**

Discover the untapped potential of creative leadership in transforming personal and professional achievements. In this interactive presentation, Dr. Mabry will reveal the limitations caused by ineffective leaders and the absence of clear paths to success. By embracing the call to personal leadership, the audience will learn how to positively influence diverse situations, maximizing outcomes for themselves and their teams, ultimately paving the way for innovative and impactful contributions.

**Cultivating a Growth Mindset**

**Alexandra Abraham**

Why do some people persist through setbacks while others get bogged down? Why do some people thrive when opportunities present themselves and others tend to miss the boat? This interactive session will discuss the research of growth and fixed mindset, the answer to these questions. Discourse will include understanding where our mindset comes from, how mindsets impact the way we perform in the classroom and beyond, strategies to shift to a more productive mindset ourselves, and strategies to cultivate a growth mindset in those we teach/mentor.

**Data Visualization and Visual Analytics in Higher Education and Implications for Faculty of Color**

**Vetria Byrd**

Understanding data is a significant topic today. The ability to extract meaning from data is increasingly dependent upon a user’s capacity to represent complex data in meaningful, interpretable ways, a skill that is becoming of critical importance in virtually all aspects of evidence-based science and daily practice. Critical thinking about complex problems that will allow the generation of creative solutions and effective communication of findings are prerequisites frequently needed at all levels of academia and in the current workforce driven by data. This session will explore the critical need for understanding data, the role of data visualization, the utility of visual analytics in higher education and the implications for Faculty of Color. Specifically, this session will discuss how the increasing importance of these skills and intelligent use of data are considered essential.

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

**Antoinette Stroter**

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

**Developing your Curriculum Vitae**

**Jessica Gadsden**

This session will review the correct format of a proper CV, as well as the required content including heading, skills, education, publications, research and work, presentations, honors or awards, memberships, and references. Presenters will also give suggestions for submitting CVs electronically.

**Empowering Success: What Graduate Students of Color Told Us They Need to Thrive and Succeed**

**Donté McGuire, Tashera Gale**

This session is designed to serve as a space for shared learning among graduate students of color and researchers from Higher Ed Insight (HEI). The HEI team conducted an evaluation that centered the voices of nearly 200 Black, Indigenous, and Latina/o/e doctoral scholars from the University Centers of Exemplary Mentoring program. Scholars shared key insights related to students of color's experiences in graduate school environments, what they need to enhance their academic and professional development, their visions for equitable systems of support, and how they holistically defined success. Through collaborative discussion and open reflection, HEI hopes to lean on the expertise of graduate attendees to explore what their team got right, gaps in understanding that might present, and additional experiential insights that would be valuable for the educational community to know.

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

**Loretta McGregor**

The learning curve for new faculty members is extremely steep during their first year of employment, and many new faculty members do not receive advice on how to become a good advisor or mentor. Senior faculty members often leave new faculty to their own devices with the expectation that “they will figure it out.” The lack of training in mentorship specifically can prove detrimental to the very students who might benefit most from a quality relationship with a faculty member. This session will discuss important aspects of being a good mentor and advisor. Specific topics to be covered include how to write successful letters of recommendations, the difference between mentoring and advising a student, setting appropriate boundaries and expectations, defining the relationship, and soliciting and responding to feedback. The presenters will give special attention to the topics of mentoring students of color and non-traditional students.

**Financial Planning for the Future: Investing Basics for Today's Market**

**Steven Reznik**

**Finding the Sweet Spot: Developing a Positive Relationship with Your Advisor and Mentor**

**Ruth Washington, Ailton Coleman**

"As a graduate student, your success is not based solely on academic merit but also your relationship with your mentors and advisor. This session is designed to explore the concept of ""Advisor Maintenance"". We will examine tips on how to improve your relationship to get the most out of your graduate education. In this session you will learn about healthy relationships from the perspective of a faculty member and a doctoral candidate. Specifically, we will talk about the difference between advisors and mentors; identify the different types of advisor-student relationships; and discuss how and when to change advisors. For late stage students we will give tips on how to foment lasting relationships with your advisors that will get you that next position. This is an interactive session with an open discussion of ""hypothetical situations"" that the audience may need advice on at the closing of the session."

**First and Lasting Impressions: Organizing for the Interview**

**Rana Johnson**

Whether applying for a job, internship, fellowship, or preparing to transition into graduate school- at some point you will be interviewed! This session will empower you to become proactive to: Meet with a committee, one-one-one, by phone, through digital interviews, internet conferencing, etc. To be competitive you will need to respond well to all questions. When you are able to anticipate what questions will be posed you become better prepared, confident and you will place yourself in the best possible position to be successful. At the conclusion of the session you will learn specific formats and processes that will enable you to organize and enjoy all future interviews.

**Fostering Affiriming Learning Environments for LGBTQI+ Students**

**David Rivera**

**From Surviving to Thriving: How to Develop a Graduate School Thrive Mindset**

**Nelson Zounlomè**

Graduate school has become synonymous with burnout, and stress, and does not provide the return on investment it used to. While advanced degrees are still an amazing opportunity for many, the old systems to achieve academic success no longer work in the rapidly evolving world and higher education environment. This is especially true for students of color, low income, and first-generation students who face distinctive issues such as racism, disproportionate dropout rates, higher debt burden, being under-mentored, and mental health concerns while in school.

**Getting Published: Advice for Scholars**

 **Karen Shrayer**

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

**How to Build a Strong Mentoring Relationship with Your Faculty Mentor**

 **Thomas Rochon**

Faculty mentorship is one of the most powerful enablers of success in graduate school. As a result, cultivating one or more strong mentoring relationships is one of the most important tasks for any graduate student. All relationships are two-way streets. While you cannot develop a strong mentoring relationship with an unwilling faculty member, there are things you can do to make your relationships with faculty as supportive and productive as possible. This session will explore specific strategies for initiating and cultivating strong faculty mentoring relationships. Please come to the session ready to share some of the highlights and lowlights of your current and past faculty mentoring relationships!

**Inspiration, Innovation, and Invention - Ideation to Reality**

**KarenBurg**

**Is a Career as a Professor at a Liberal Arts College Right for You?**

**Liz Markovits,Cynthia King, Penny Yee,Christopher Goh**

Have you considered being a professor at a Liberal Arts College (LAC)? In this session, LAC faculty will explain the joys and challenges of a career at a small liberal arts college. The session will cover the differences between larger universities and liberal arts colleges, research pathways, teaching and advising expectations, and mentoring undergraduate students. In the second half, we will focus on ways to find success on the job market– reviewing the position announcement, writing cover letters, teaching and research statements, as well as the on-campus interview process.

**Landing Your First Job in Academia**

**Kofi Lomotey**

In this session, the presenter will consider issues related to securing a position in academia. Topics to be considered will begin with pondering the type of institution where you want to teach and end with negotiating once an offer is made. Relevant points between these two will also be addressed with ample time for Q & A. This is a popular session; be sure to get there early.

**Leveraging an Inclusive Professional Framework to Develop Core Skills to Support Inclusion Part I**

**Christopher Agard, Don Gillian-Daniel**

Faculty need to effectively engage an increasingly diverse student body and support their academic success. This happens in the classroom, in both formal and informal advising conversations, as well as through mentoring in disciplinary research. The Inclusive Professional Framework (IPF) is a product of the NSF EBJ INCLUDES Aspire Alliance and is designed to help individuals develop foundational skills that they can apply as faculty across their multiple student-focused and peer-focused roles. Engage in hands-on and experiential activities to learn about the IPF,and explore how your social and cultural identities can impact how you engage with students in the classroom from the 1st day of class.

**Leveraging an Inclusive Professional Framework to Develop Core Skills to Support Inclusion Part II**

**Christopher Agard, Don Gillian-Daniel**

Faculty need to effectively engage an increasingly diverse student body and support their academic success. This happens in the classroom, in both formal and informal advising conversations, as well as through mentoring in disciplinary research. The Inclusive Professional Framework (IPF) is a product of the NSF EBJ INCLUDES Aspire Alliance, and is designed to help individuals develop foundational skills that they can apply as faculty across their multiple student-focused and peer-focused roles. Engage in hands-on and experiential activities to learn about the IPF, explore your intercultural awareness, and practice how to interrupt bias and microaggressions in the classroom.

**Mentoring Programs as DEI Initiatives?**

**Stacy Blake-Beard**

**Mentoring Tree, 3.0, According to Madea**

**Bob Belle**

The titles of “Mentoring, Mentor, and Mentee” are most often in higher education. This session will provide a different frame of reference on the mentoring process. A unique interpretation of “mentoring in the academy” will be explored using film.

**Networking for Personal/Professional Development: Managing Your Future in a Social Networking World**

**Julia Hubbel**

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

**Panel of Admissions Experts: Graduate and Post-Doctoral Programs**

**Sarah Conley, Narketta Sparkman-Key, William D. Schreckhise, Donald Asher, Margarita Currás-Collazo**

Learn what PIs, Deans of Research, and department heads are looking for when recruiting research-focused doctoral students and postdocs. What types of essays are used for each type of opportunity? How specific do you need to be? What goes in a mock-up research proposal? What’s the difference between departmental, graduate school, and board requirements? When are admissions “requirements” really just “suggestions”? Who makes the final decision? Bring all your questions to this panel. Recommended for all doctoral and predoctoral students.

**Planning your PhD**

**Wendy Carter Veale**

"Are you having trouble adjusting to graduate school? This workshop is intended for students considering a PhD program or for those who are currently enrolled in a PhD program. If you're a first-year PhD student, you've definitely heard ""war stories"" about other doctorate students' struggles and tribulations. However, many of these hurdles are easily overcome with a well-thought-out and executed action plan. Dr. Wendy Carter-Veale, a co-author of Mastering the PhD Process, will lead this session. With a no-nonsense approach, she will equip you with the tools necessary to develop a strategy and stay on track to complete your PhD!"

**Presenting Research Effectively**

**Tammy McCoy**

How can you deliver clear and memorable research presentations while also exuding calm and confidence? This session will provide you with the framework to plan, prepare, and present any future presentation. Whether it is your dissertation defense, a conference presentation, or a job talk, you’ll have the tools that will allow you to paint a compelling picture of your research. You’ll engage in small-group practice and large-group discussion of effective communication strategies.

**Promoting Classroom Success with Student Diversity in Background, Learning Style, and Career Goals**

**James Anderson**

**SCOTUS Decision Regarding Affirmative Action – How Did We Get Here, A Retrospective Look**

**Bob Belle**

According to Carl Sagan, American astronomer “You have to know the past to understand the future.” Recently the Supreme Court of the United States (SCOTUS) struck down affirmative action in college admissions, declaring race cannot be a factor and forcing institutions of higher education to look for new ways to achieve diverse student bodies. This session will review some previous SCOTUS and other court decisions that have helped shape the face of higher education in the US.

**Solo Success: How to Thrive When You're the Only \_\_\_\_ in Your Department**

**Joy Gayles**

Identifying common challenges underrepresented faculty and students face. Discussing the three biggest mistakes under-represented faculty and students make. Establishing why and how underrepresented faculty and students should connect with communities of support and accountability. Offering strategies for increasing productivity, serving strategically, teaching efficiently, and building strong and healthy professional relationships.

**Student Centered Teaching - Designing Your Course to Optimize Students' Opportunity to Learn**

**Edwin Barea-Rodriguez**

In many disciplines, the standard way to plan a course is instructor-centered. This workshop is designed to introduce participants to the concept of Scientific Teaching. Scientific Teaching is pedagogical approach originally introduced to teach undergraduate science courses. The main idea when using Scientific Teaching is that teaching and learning is approached with the same rigor as science itself. This approach is now being used in many non-science courses. Scientific Teaching involves the use of backward course design, active learning, diverse classroom assessment techniques and Bloom's Taxonomy. A variety of diverse classroom assessment techniques will be modeled and practiced. The participants will begin designing a course using the Scientific Teaching method. A brief presentation will be made demonstrating that using the Scientific Teaching method, which leads to a student-centered teaching, benefits all students particularly students from underrepresented minority groups.

**The Non-Traditional Postdoc: Insights from the Humanities and Social Sciences**

**Katrina Overby, Donta Council**

This panel explores the experiences of postdoctoral fellows in the social sciences who hold nontraditional positions in their respective academic institutions that differ from those in STEM related fields. In this session, panelists will share their insights related but not limited to: research expectations, negotiating salary, day-to-day tasks, teaching, start-up funds, professional development and socialization. As postdoctoral positions are increasing in various fields, we find it critical to increase knowledge about navigating and securing a postdoctoral fellowship with current SREB scholars.

**The Secret Struggles of Newly Hired Faculty: How to Retain and Support New Hires to Your Institution**

**Fatimah Williams**

Newly recruited faculty face several challenges to productivity, scholarly output, and belonging when they join a new institution, more so for underrepresented and first-generation faculty. These challenges often result in new faculty getting a slow start in their new role and in their teaching careers. This session, led by Dr. Fatimah Williams, founder of Beyond the Tenure Track, will share major areas leaders at the institution should address to best support new faculty to thrive no matter their career stage or discipline. Dr. Williams will guide session participants in a top-requested exercise from the Professional Pathways Planner and her faculty development trainings to model a practical way to support new faculty.

**Tips for Writing Proposals**

**Wendy Carter Veale**

Grants promote vigorous research and scholarship by providing summer salaries, release time, student assistants, travel funds and supplies. The ability to secure external funding is also a common criterion for promotion and tenure. This session will help graduate students and new faculty members (especially at research universities) become more successful at winning grant support.

**Well-Being: Your Superpower**

**Lynn Curry**

"Taking care of yourself during a semester, dealing with stress and anxiety, is challenging. How do you give yourself time to process everything and still keep going, because ""all the things"" need to get done? How can we come together and acknowledge our pain points, the overwhelm, and keep ourselves grounded? We come back to ourselves because we must, even when things go astray. We come back to our roots of well-being and take small actions to support our well-being. This session will provide a safe space for collective decompression. Let's unpack how you're feeling, hear each other and determine next best steps toward building a foundation of strength to carry you through your program and then some. A simple mindfulness practice will help you get started — noticing, leaning in and becoming intentional. Your presence is powerful, and it grows from your well-being."

**What to Do After You Apply to Ensure Admission and Funding**

**Donald Asher**

Most graduate school aspirants push “submit” and then just wait to see what happens. There is a whole secret dance you can do after you apply to influence admission and funding decisions. How to prime admissions officers to see your best grades, how to get out of invisible wait lists, how to use a visit to tip the decision in your favor, reaching out to specific mentors and PIs to set yourself up for the best assignments, juggling multiple offers gracefully, how to maximize your funding offer, and how to decline without burning bridges you may need later.

**Writing Your Dissertation**

**Adeyemi Doss**

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