

The Institute on Teaching and Mentoring

Looking Back, Moving Forward

Program Agenda

October 26-29, 2023

Tampa Marriott Water Street

JW Marriott

Tampa, Florida



Welcome to the 2023 Institute on Teaching and Mentoring

Hello everyone, and welcome to the 30th 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 and ethnic minority Ph.D. scholars seeking faculty careers in academia. At the first Institute in 1994, there were only 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 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 *Looking Back, Moving Forward*. In your packets you'll find a publication celebrating 30 years of the Institute, looking back at the highlights of the past, and using those foundations to move all of us forward into the future.

The Institute continues to go green, so please download the Institute on Teaching and Mentoring 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 as we celebrate this 30th 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 and 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 create supportive departmental environments for underrepresented students.

Save the Date for the 31st Annual Institute

Oct. 31 - Nov. 3, 2024 • New Orleans, Louisiana • New Orleans Marriott

4 Steps for Success at the Institute!

- 1. Download the Institute on Teaching and Mentoring App!** Search “**Institute on Teaching and Mentoring**” in the Apple App Store or Google Play. Use the app to:
 - Access the schedule, session descriptions.
 - See where the recruiter institutions are located.
 - Plan your day in advance.
 - Evaluate each session.
- 2. Always be ready for a job offer!**
 - Dress for success! Look like the academic professional you are.
 - Check the SREB Events app for messages from recruiters and attendees.
 - Have your pitch ready! Be ready to talk about yourself and your interest.
 - 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!**
 - Complete evaluation forms. Your feedback helps us to make each Institute better than the last.
 - 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 does or does not work so that we are able to create a valuable overall Institute experience.

Please read through the instructions on completing individual workshops and overall evaluations.

Concurrent Sessions

In the mobile app, click on **Schedule** and choose the session you attended and open the **Session Details**. Look for the **Survey** tab at the bottom to give feedback on the session.

Evaluations

On the home page of the mobile app, please scroll down to the section that says **Share Your Thoughts** and click on the **Take Survey** button. From there, please select the survey that is appropriate for you (Scholar, Recruiter, Faculty and Staff).

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 100 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 scholars and graduates in attaining faculty careers.

Check out the Directory this weekend!

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

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 Scholars Program

630 Fifth Avenue, Suite 2200

New York, NY 10111

(212) 649-1649

www.sloan.org

In the Sloan Foundation Scholars program, 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.

American Association of Colleges for Teacher Education Holmes Scholars Program

1602 L St., NW, Suite 601

Washington, DC 20036

(202) 293-2450

www.aacte.org

The AACTE Holmes Program supports students who self-identify as racially and ethnically diverse and are pursuing graduate degrees in education at AACTE member institutions. Founded in 1991 for doctoral students, the Holmes Program now provides mentorship, peer support, and professional development.

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

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

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; and 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

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

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

www.sreb.org

The Southern Regional Education Board developed the Doctoral Scholars Program in 1993 to address the shortage of minority Ph.D. students in faculty positions. The Doctoral Scholars Program provides multiple layers of support including financial assistance, academic and 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.

2023 Institute Agenda at a Glance

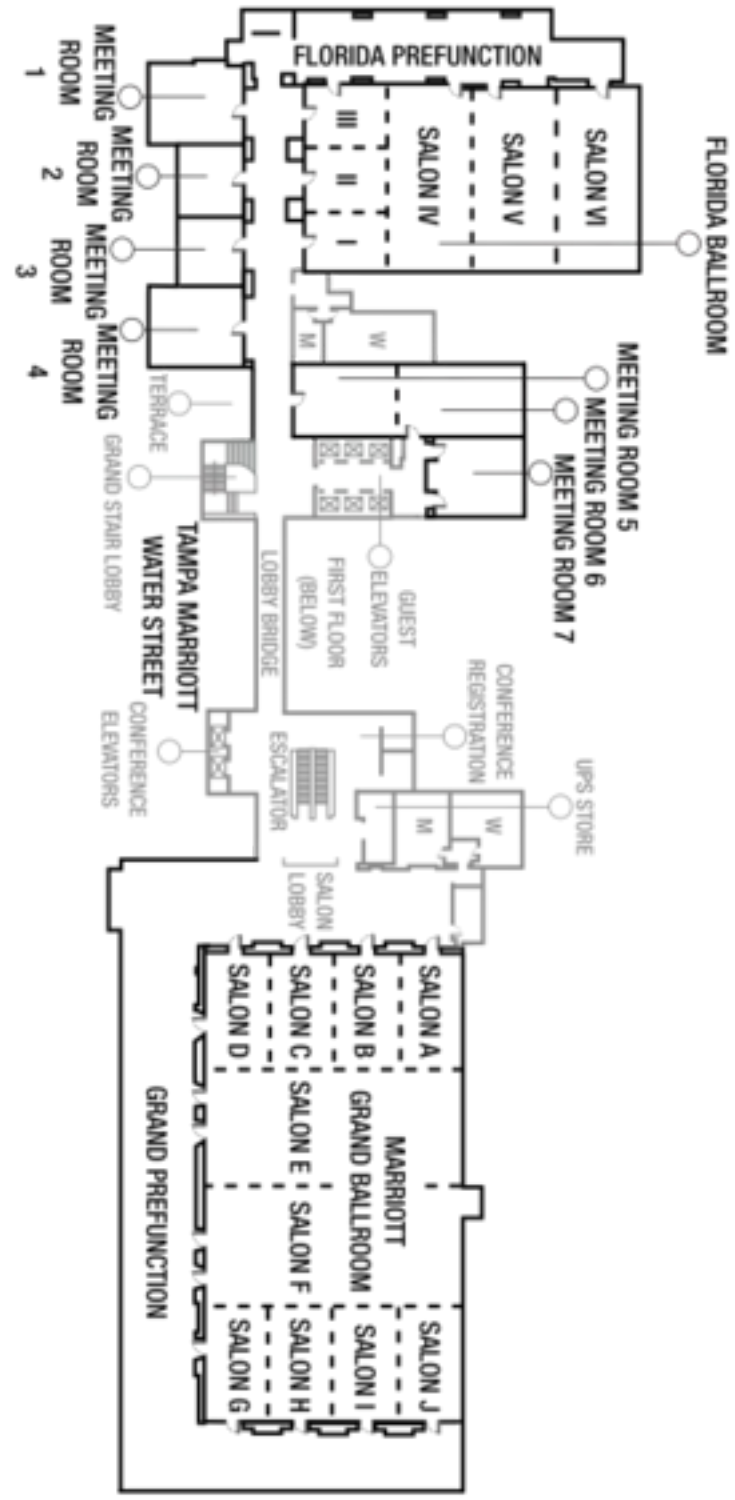
All scholars should attend activities shown below in **bold**.
See the “Agenda in Detail” for sessions that are **REQUIRED** or recommended for your scholar group.
Curriculum/Vitae Review (CV) Sessions will be available daily. See schedule at registration desk.

All concurrent sessions are at the Tampa Marriott Water Street.
All Plenary and Meal sessions are at the JW Marriott Water Street Tampa Bay Ballroom

<u>Day/Date</u>	<u>Time</u>	<u>Activity</u>
Thursday, October 26		
	7 a.m - 7 p.m.	Registration and Check-In
	4 - 9 p.m.	Networking Break/Faculty Recruiting Station Visits
	5:30 - 6:30 p.m.	Orientation by Group — REQUIRED for ALL scholars
	7 - 8 p.m.	Welcome and Opening Reception
Friday, October 27		
	7:30 - 8:30 a.m.	Breakfast Group Meetings
	7:30 a.m. - 12:15 p.m.	Registration and Check-In
	8:45 - 10:15 a.m.	Welcome, Opening Session in Plenary
	10:30 - 11 a.m.	Networking Break/Faculty Recruiting Station Visits
	11 a.m. - 12:15 p.m.	Concurrent Interest Group Sessions or CV Reviews
	12:30 - 2 p.m.	Luncheon and Keynote Address
	2 - 2:45 p.m.	Networking Break/Faculty Recruiting Station Visits
	2:45 - 4 p.m.	Concurrent Interest Group Sessions or CV Reviews
	4 - 5:15 p.m.	Networking Break/Faculty Recruiting Station Visits
	5:15 - 5:30 p.m.	Recruiters Photos
	5:30 - 7:30 p.m.	Institute Graduates’ Awards Banquet and Dinner
Saturday, October 28		
	7 - 8:30 a.m.	Chalk Talks and Networking Breakfasts by Discipline
	7:30 a.m. - 12:30 p.m.	Registration and Check-In
	8:30 - 9:30 a.m.	Plenary Session
	9:30 - 10:15 a.m.	Networking Break/Faculty Recruiting Station Visits
	10:15 - 11:30 a.m.	Concurrent Interest Group Sessions s or CV Reviews
	11:45 a.m. - 1 p.m.	Concurrent Interest Group Sessions
	1 - 2:30 p.m.	30th Anniversary Luncheon and Awards Program
	2:30 - 3 p.m.	Networking Break/Faculty Recruiting Station Visits
	3 - 4 p.m.	Group Photos
	4 p.m.	Free time (Dinner is on your own.)
	9 p.m. - 12 a.m.	30th Anniversary Dessert Reception
Sunday, October 29		
	9:45 - 11:30 a.m.	Brunch and Closing Session

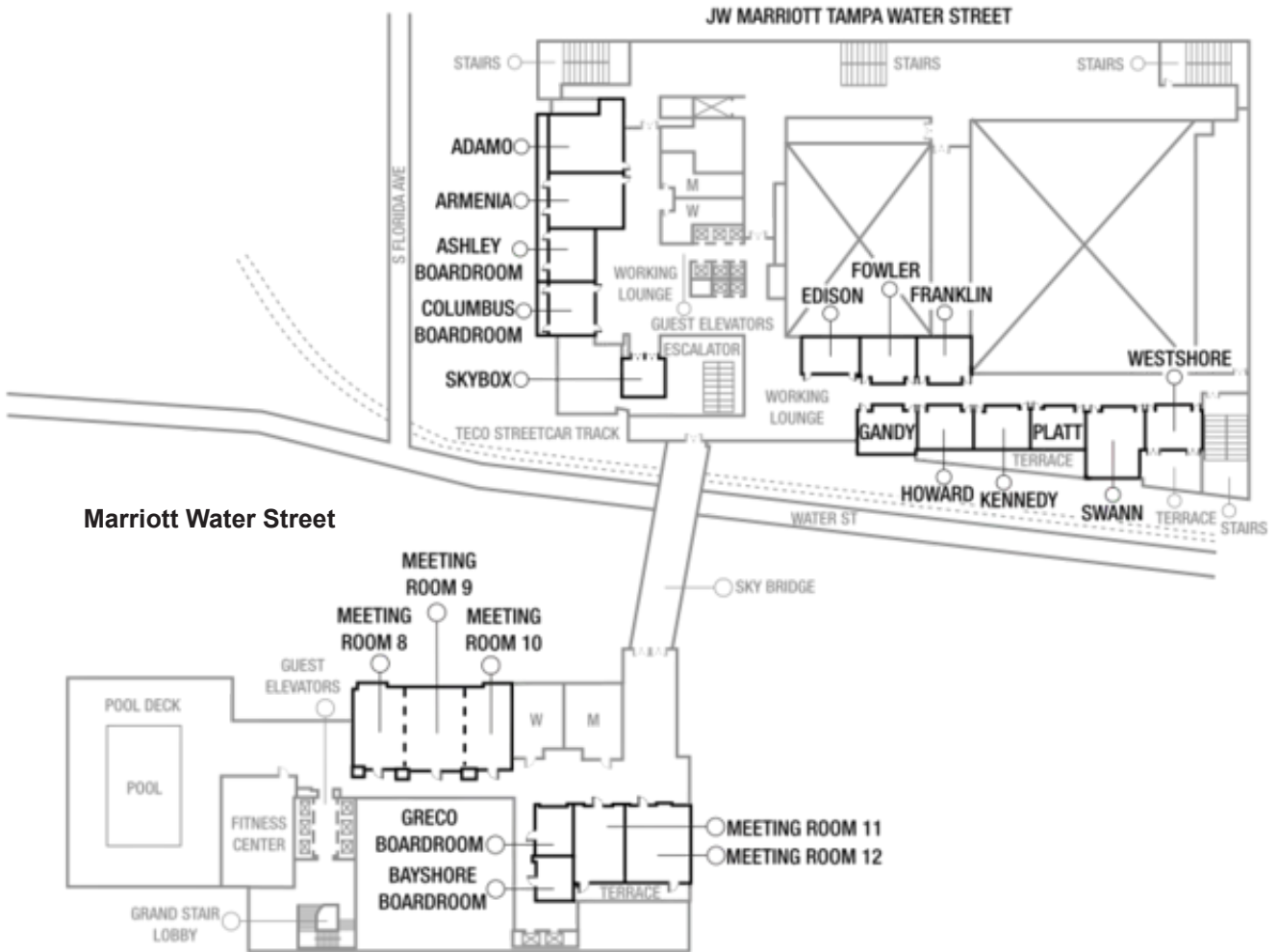
Meeting Room Maps

(Marriott Water Street 2nd Floor)



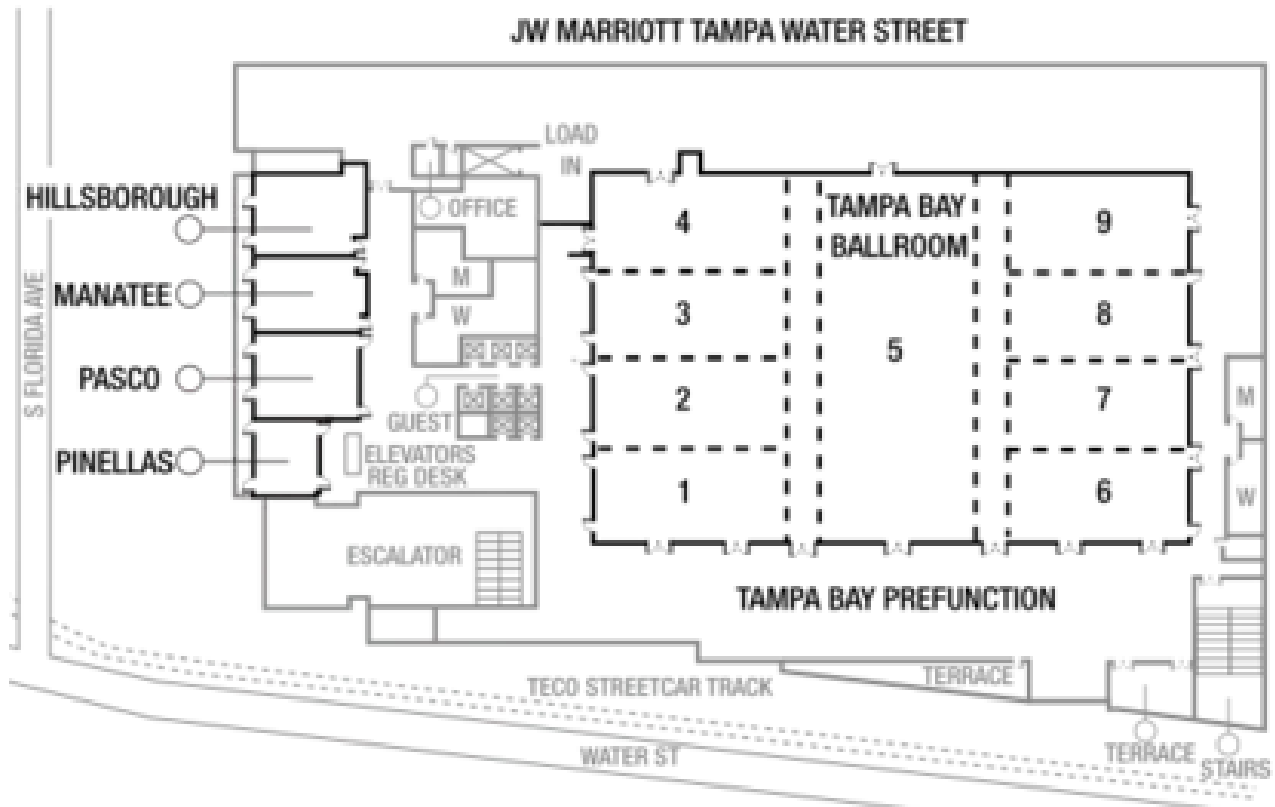
Meeting Room Maps

(3rd Floor, JW Marriott and Marriott Water Street)



Meeting Room Maps

(JW Marriott 4th Floor)



Recruiter Institutions and Table Numbers

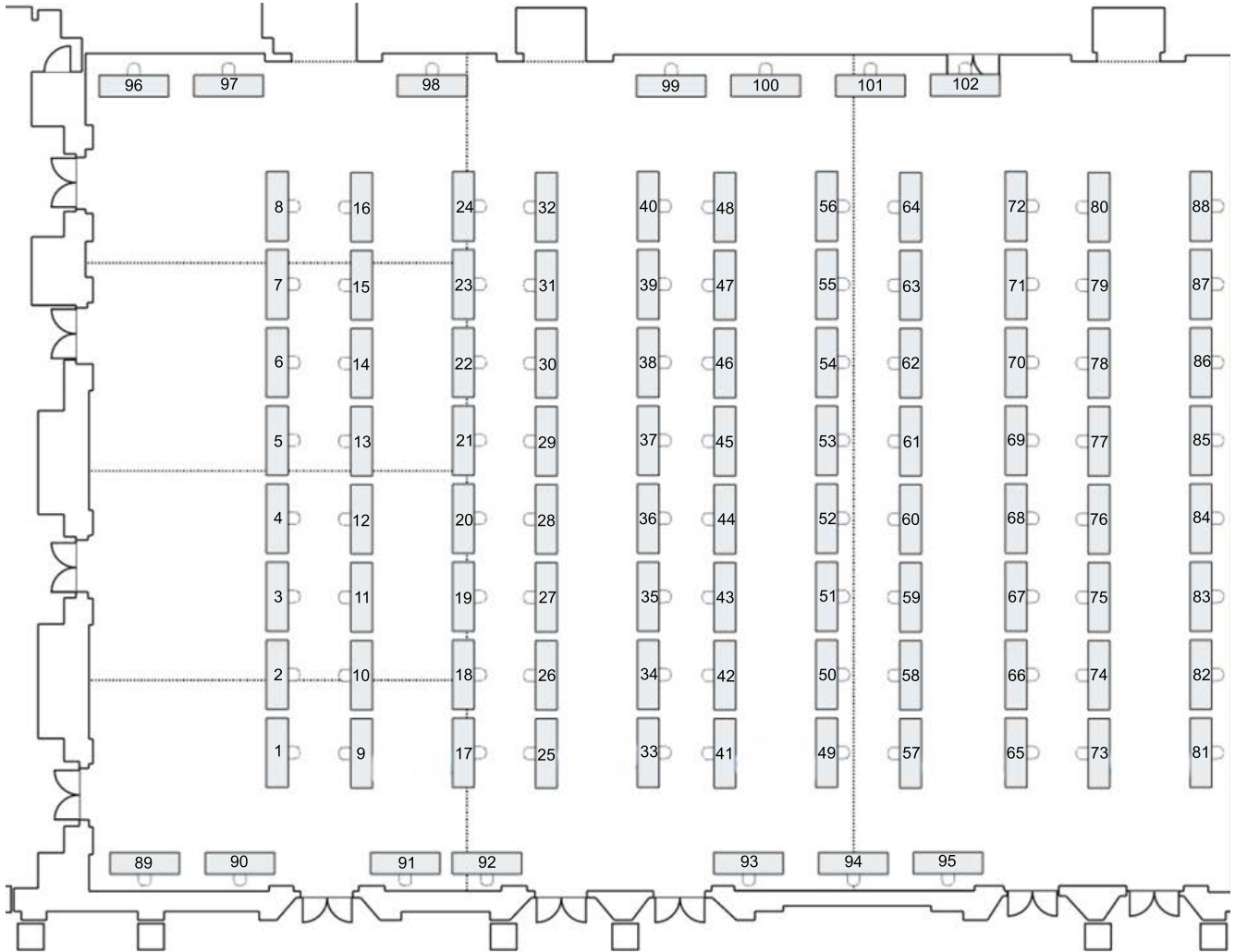
Auburn University (56) Auburn, AL	George Mason University (24) Fairfax, VA	National Renewable Energy Laboratory (68) Washington, DC and Golden, CO
Augusta University (79) Augusta, GA	Georgia Institute of Technology (9) Atlanta, GA	National Science Foundation (12) Alexandria, VA
Belmont University (37) Nashville, TN	Georgia Southern University (67) Statesboro, GA	New Jersey Institute of Technology (44) Newark, NJ
Bentley University (36) Waltham, MA	Governors State University (42) University Park, IL	Niagara University (69) Niagara University, NY
Binghamton University (94) Binghamton, NY	Hamilton College (7) Clinton, NY	Norfolk State University (19) Norfolk, VA
Birmingham-Southern College (27) Birmingham, AL	Hope College (49) Holland, MI	Ohio State University (31) Columbus, OH
Bridgewater State University (33) Bridgewater, MA	Idaho National Laboratory (75) Idaho Falls, ID	Ohio State University (32) Columbus, OH
Bucknell University (78) Lewisburg, PA	Indiana University-Purdue University, Indianapolis (8) Indianapolis, IN	Old Dominion University (96) Norfolk, VA
Buffalo State College (91) Buffalo, NY	Jackson State University (54) Jackson, MS	Oregon State University (35) Corvallis, OR
California State Polytechnic University, Pomona (59) Pomona, CA	James Madison University (89) Harrisonburg, VA	Pennsylvania State System of Higher Education (83) Harrisburg, PA
Clemson University (30) Clemson, SC	Johns Hopkins University, Krieger School of Arts & Sciences (97) Baltimore, MD	Pennsylvania State University, Altoona (81) Altoona, PA
College of New Jersey (65, 66) Ewing, NJ	Kansas State University (4) Manhattan, KS	RAND Corporation (55) Santa Monica, CA
College of William & Mary (82) Williamsburg, VA	Kent State University (57) Kent, OH	Rochester Institute of Technology (1) Rochester, NY
Commonwealth University of Pennsylvania (60) Bloomsburg, PA	Lincoln University (58) Jefferson City, MO	Rollins College (45) Winter Park, Florida
Consumer Healthcare Products Association (46) Washington, DC	Los Alamos National Laboratory (73) Los Alamos, NM	Salem State University (22) Salem, MA
Dartmouth College, Geisel School of Medicine (98) Hanover, NH	Miami University (85) Oxford, OH	Slippery Rock University of Pennsylvania (71) Slippery Rock, PA
East Carolina University (72) Greenville, NC	Middle Tennessee State University (39) Murfreesboro, TN	Southern Illinois University System (14) Carbondale, IL
East Tennessee State University (62) Johnson City, TN	Mississippi State University (28) Starkville, MS	Southern Illinois University, Carbondale (47) Carbondale, IL
Framingham State University (34) Framingham, MA	Morgan State University (29) Baltimore, MD	Southern Illinois University, Edwardsville (5) Edwardsville, IL
Furman University (13) Greenville, SC	Mount Holyoke College (16) South Hadley, MA	State University of New York, Brockport (95) Brockport, NY
	NASA Established Program to Stimulate Competitive Research (EPSCoR) (61) Washington, DC	State University of New York, Cortland (93) Cortland, NY

Recruiter Representatives and Table Numbers, *continued*

State University of New York, Plattsburgh (92) Plattsburgh, NY	University of Georgia (64) Athens, GA	University of Tennessee, Chattanooga (50) Chattanooga, TN
Stony Brook University (41) Brookhaven, NY	University of Georgia (102) Athens, GA	University of Tennessee, Chattanooga (51) Chattanooga, TN
University at Buffalo (99) Buffalo, NY	University of Illinois, Urbana-Champaign (80) Urbana, IL	University of Texas, San Antonio (26) San Antonio, TX
University of Alabama, Birmingham (3) Birmingham, AL	University of Kentucky (70) Lexington, KY	University of Vermont (18) Burlington, VT
University of Alabama, Birmingham (90) Birmingham, AL	University of Louisiana at Lafayette (101) Lafayette, LA	University of Virginia (100) Charlottesville, VA
University of Alabama, Huntsville (11) Huntsville, AL	University of Minnesota (40) Minneapolis, MN	University of Wisconsin, Green Bay (53) Green Bay, WI
University of Arizona (74) Tucson, AZ	University of Minnesota, Duluth (48) Duluth, MN	US Navy (77) Washington, DC
University of Arkansas (2) Fayetteville, AR	University of Minnesota, Morris (17) Morris, MN	Virginia Polytechnic Institute and State University (76) Blacksburg, VA
University of Arkansas (20) Fayetteville, AR	University of Missouri (63) Columbia, MO	Virginia State University (88) Ettrick, VA
University of California, President's Postdoctoral Fellowship Program (43) Oakland, CA	University of Missouri, Kansas City, School of Computing and Engineering (52) Kansas City, MO	Western Kentucky University (21) Bowling Green, KY
University of Dayton (86) Dayton, OH	University of New Hampshire (25) Durham, NH	Williams College (15) Williamstown, MA
University of Denver (10) Denver, CO	University of New Mexico (6) Albuquerque, NM	Winthrop University (84) Rock Hill, SC
University of Florida (38) Gainesville, FL	University of North Georgia (23) Dahlonega, GA	Worcester State University (87) Worcester, MA

Recruiter Table Locations

(Marriott Water Street 2nd Floor Grand Ballroom A-F)



Plenary Speakers



Adam Falk

Adam F. Falk has been President of the Alfred P. Sloan Foundation since 2018. He previously served for eight years as president of Williams College. He came to Williams from the Johns Hopkins University, where he served on the faculty and as dean of the School of Arts and Sciences. A theoretical high-energy physicist, he joined the faculty of the Johns Hopkins Department of Physics and Astronomy in 1994. Falk earned a doctorates from Harvard University in 1991 and a Bachelor of Science from the University of North Carolina in 1987. Falk is a Member of the American Academy of Arts and Sciences, a Fellow of the American Physical Society and a Member of the Council on Foreign Relations. Falk has been awarded honorary degrees from Amherst College and Williams College, has received the University of North Carolina Distinguished Young Alumnus Award, and is an Honorary Fellow of Exeter College, Oxford University. He is currently a trustee of Mount Holyoke College, the North Carolina School of Science and Mathematics, and the Scholars at Risk Network. Falk has served on the boards of the Sterling and Francine Clark Art Institute, the Massachusetts Museum of Contemporary Art and the Williamstown Theatre Festival.



Juan Gilbert

Juan E. Gilbert, Ph.D, is the Banks Family Preeminence Endowed Professor and Chair of the Computer Science Department at the University of Florida where he leads the Computing for Social Good Lab. Gilbert has published more than 250 articles, given more than 250 talks and obtained more than \$30 million dollars in research funding. He is a Fellow of the Association of Computing Machinery (ACM), IEEE, the American Association of the Advancement of Science (AAAS) and the National Academy of Inventors. Gilbert received the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring from President Barack Obama. He also received the AAAS 2014 Mentor Award and was named a Master of Innovation by Black Enterprise Magazine and the Pioneer of the Year by the National Society of Black Engineers. Gilbert has testified before the Congress on the Bipartisan Electronic Voting Reform Act of 2008 and the U.S. House Committee on Administration for the “2020 Election Security - Perspectives from Voting System Vendors and Experts.” He received his BS in Systems Analysis from Miami University in Ohio and his MS and Ph degrees in computer science from the University of Cincinnati and he received.



Daniel Jean

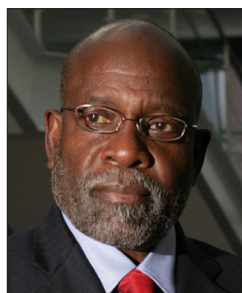
Daniel Jean, Ph.D, rose from a 1.9 GPA to become an author, consultant, motivational speaker, swagger trainer, playwright, poet. He has been featured in the *LA Times*, *nj.com*, *Black Enterprise*, *Ebony Magazine*, *the Hechinger Report* and *Diverse Issues in Higher Education*. He is the CEO of Wordstravel LLC, a consulting, edutainment and empowerment agency providing services in recruitment/retention/graduation, antiracist and equity initiatives, outcome formation and performance enhancement. He is the founder of PhiniseD/FinishEdd #WhoGotNext an online resource community for over 23,000 doctors and future doctors and has presented over 700 seminars/keynotes including for University of Maryland Baltimore County, University of Louisiana-Lafayette, Baruch College, The Fashion Institute of Technology, Northwestern University, University of South Florida, Western Kentucky University, Rutgers University, Meharry Medical College, Clemson University, Public Service Enterprise Group and the McDonalds Corp. His initiatives have resulted in a 91.9% first-year retention rate and a 61% increase in the four-year grad rate of a so-called “special admit” population. He is the author of *‘I Am...I Will...’* an action-based interactive framework designed to assist readers develop time-referenced action plans for the future. He is driven to assist 100,000 future graduates and deliver 1,000 seminars/keynotes before he retires.

Plenary Speakers, *continued*



Faye Jones

Faye R. Jones, Ph.D., is a Research Specialist II at the College of Communication and Information at Florida State University. Her research interests include STEM student outcomes and the exploration of student pathways through institutional research and data analytics. Dr. Jones is Associate Director for the FSU Information Institute where she serves as Co-Principal Investigator on several federally-funded research grants including the NSF project *Backtracking CTE Pathways: Deconstructing critical junctures in 2-year IT programs*. Jones' research interests also include exploration of college-to-career success of underserved populations in STEM fields. She is Co-PI of the Emerging Hispanic Serving Institutions/Hispanic Serving Institutions initiative for the NSF Broadening Participation in Computing STARS Alliance and is an advocate for increasing Latino representation at postsecondary institutions, especially among graduate students and tenure-track faculty; she believes that higher education institutions must provide a culture of belongingness that allows Latinos/Hispanics to be their authentic selves. She engages youth in STEM and is director of *Black Men in Tech*, and co-director of *FSU iCamp*, programs funded by the Army Educational Outreach Program to increase the engagement of rising 9th through 12 grade students in computing and technology fields.



Charlie Nelms

Charlie Nelms, Ph.D., is a servant-leader, philanthropist, activist, and public intellectual who has devoted more than half a century to advancing equity and excellence for Black scholars and those from historically marginalized backgrounds. A native of the Arkansas Delta, he has served as chancellor of universities in Indiana, Michigan, and North Carolina. His highly acclaimed memoir, *From Cotton Fields to University Leadership: All Eyes on Charlie*, was published by the Indiana University Press in 2019. All royalties from the sale of his memoir and other books, are contributed to charitable causes. Nelms currently serves as President-in-Residence with the United Negro College Fund and as a mentor to current and aspiring university presidents.



Stephen Pruitt

Stephen Pruitt, Ph.D., took office as the sixth president of the Southern Regional Education Board in July 2018. He started his education career as a high school chemistry teacher in Georgia. During his career, Pruitt has amassed education policy, assessment, and instructional background at the local, state and national levels. Before coming to SREB Pruitt was Kentucky's state commissioner of education. He currently serves on national boards of the National Research Council's Board on Science Education, Center for Assessment, Data Quality Campaign, Auburn University College of Education Advisory and the University of North Georgia Alumni Association Board of Directors. He has served on the National Academies of Science Committee on Conceptual Framework for New Science Education Standards that developed the Framework for K-12 Science Education setting the vision for science education in the country. A native of Georgia, Pruitt holds a bachelor's degree in chemistry from the University of North Georgia, a master's degree in science education from the University of West Georgia and a Doctor of Philosophy in chemistry education from Auburn University. Pruitt and his wife are the parents of two children. His wife and son are educators in Georgia and their daughter works in the cybersecurity industry.

Thank You

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

30th Annual Institute on Teaching and Mentoring

Sponsorships include:

PLATINUM

**Consumer Healthcare Products Association (CHPA)
University of Alabama, Birmingham
University of South Florida**

GOLD

National Center for Faculty Development and Diversity (NCFDD)

SILVER

**Governors State University
Mississippi State University**

BRONZE

**James Madison University
Indiana University-Purdue University, Indianapolis**

Friends of the Institute include:

**University of Arkansas; University of New Hampshire;
University of Minnesota, Duluth; University of Minnesota, Morris**



Cohort hiring for STEM (including Social & Behavioral Sciences) Faculty

An alliance of three teaching-centered Massachusetts state universities; Bridgewater State University, Framingham State University, and Worcester State University is a recipient of a five-year grant (2022-2027) from the National Science Foundation (NSF) under Grants: 2149849, 2149858, 2149883 through their AGEP ([Alliances for Graduate Education and the Professoriate](#)) program that seeks to increase success in STEM academic careers for historically minoritized faculty, particularly African Americans, Hispanic Americans, American Indians, Alaska Natives, Native Hawaiians, and Native Pacific Islanders. Our AGEP grant aims at developing, implementing, and institutionalizing an equity-minded model for advancing early career historically minoritized STEM faculty through shared programming.

The alliance invites applications for various STEM positions to begin September 1, 2024, that are listed by institution below. Note: faculty are hired by the institution and are not shared by the alliance.

Benefits of the NSF-AGEP program:

The grant provides a number of benefits to participating faculty including course reduction and monetary funds for establishing a research agenda, travel support, access to mentorship and professional development, and shared cohort activities across three state universities.

Required Qualifications: Ph.D. in discipline, strong interest in teaching-focused institutions, and demonstrated commitment to and support for Black, Indigenous, and People of Color (BIPOC) groups through their teaching and/or scholarship.

Positions by institution:

Bridgewater State University - Tenure-track positions:

- **Computer Science**: All specialties will be considered, with primary consideration for software engineering, machine learning/artificial intelligence, computer vision, Cybersecurity (hardware security, offensive security, enterprise/cloud security, security management) or HCI.
- **Dept. of Geological Sciences, Engineering Geology**: Preference will be given to candidates with a strong background in engineering geology, including soil mechanics, rock mechanics, and related fields such as geomorphology and hydrogeology.

Framingham State University - Tenure-track positions:

- **Political Science**: areas of American Government and Public Administration/Public Policy
- **Biology**: Specialization in Molecular Biology, Biochemistry or related discipline
- **Computer Science**: Two positions, with specialization in one or more of the following areas: Artificial Intelligence (AI), Data Science, Cybersecurity, or a related discipline (e.g., Machine Learning or Data Analytics)

Worcester State University -

- Check our [website for upcoming postings](#).



This project is supported by the National Science Foundation (NSF) under Grants: **2149849, 2149858, 2149883**. The opinions, findings, and conclusions or recommendations expressed are those of the authors and do not necessarily reflect the views of NSF.

All alliance institutions are affirmative action/equal opportunity employers that actively seek to increase the diversity of their workforce. Eligibility for grant program participation is not a prerequisite for employment consideration for these or any other positions at the institutions within the alliance.



A BRIEF HISTORY

Framingham State University was founded in 1839 as the first public teachers college in the U.S. Today, FSU is unapologetically a public institution offering a wide range of accessible, affordable educational opportunities that integrate an academically challenging liberal arts education with workforce preparation programs in a highly personalized teaching environment. Our programs have expanded, but our purpose and commitment to public education for the public good remain steadfast.

OUR COMMITMENT

At FSU, we are deeply committed to inclusive excellence and strive to promote a culture of antiracism, encouraging a challenging yet collaborative learning environment. FSU is designated as an emerging Hispanic-Serving Institution by the Hispanic Association of Colleges and Universities and belongs to the Howard Hughes Medical Institute (HHMI) Inclusive Excellence community, providing national leadership in science education and exploring strategies that will lead to more inclusive science education. We are honored that our commitment earned FSU six Higher Education Excellence in Diversity (HEED) Awards from INSIGHT into Diversity. We encourage applications from those who share our commitment to promoting a diverse, welcoming, and inclusive community.

TENURE-TRACK POSITIONS AT FSU

We currently have tenure-track positions in the following areas:

- [Department of Biology](#) – Specialization in Molecular Biology, Biochemistry, or Related Area
- [Department of Computer Science](#) – Two positions, with Specialization in One or More of the Following Areas: Artificial Intelligence (AI), Data Science, Cybersecurity, or a related discipline (e.g., Machine Learning or Data Analytics)
- [Department of Education](#) – Specialization in Early Childhood or Elementary Math Methods
- [Department of Fashion Design and Retailing](#) – Specialization in Fashion Design
- [Department of Management and Business & IT](#) – Specialization in Information Systems Management, Information Systems Research, Data Analytics, Data Visualization, and/or Cybersecurity
- [Department of Political Science, Law, and Global Studies](#) – Specialization in American Government and Public Administration/Public Policy
- [Department of World Languages](#) – Specialization in American Sign Language/English Interpreting



HAMILTON COLLEGE IS A RESIDENTIAL LIBERAL ARTS COLLEGE LOCATED IN CENTRAL NEW YORK.

The College has built its reputation on the teaching excellence and leading scholarship of its faculty, and on the academic distinction and intellectual curiosity of its approximately 2,000 students, who take advantage of Hamilton’s open curriculum. Accomplished faculty, highly capable and motivated students, and a student-faculty ratio of 9:1 provide an educational experience that emphasizes academic excellence, intellectual and cultural diversity, and 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 is an affirmative action, equal opportunity employer that is committed to building an inclusive and diverse learning community where members from all backgrounds can live, learn, and excel.



Hamilton College invites applications for tenure-track positions at the rank of Instructor (ABD) or Assistant Professor (PhD), beginning July 1, 2024, in the following areas:

- Art
- Computer Science (three positions)
- Dance and Movement Studies
- Economics
- Geosciences
- Government (three positions)
- Russian Studies
- History
- Hispanic Studies
- Literature and Creative Writing
- Music
- Women’s and Gender Studies (two positions)



Complete descriptions of positions and application procedures are available at hamilton.edu/facultyjobs. 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. The expected salary range for these positions is \$88,000 to \$117,700. Candidates from underrepresented groups in higher education are especially encouraged to apply.

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Questions regarding faculty searches can be directed to the Associate Deans of Faculty Tina Hall (thall@hamilton.edu) and Penny Yee (pyee@hamilton.edu).

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LMU has an average student-to-faculty ratio of 11:1 and has been recognized internationally as among the nation's best for its programs, curricula, and student life. LMU ranks No. 77 among national universities on U.S. News & World Report's annual list, and the Wall Street Journal ranked LMU among the top 15 percent of all U.S. colleges and universities in their World University Rankings in 2022.

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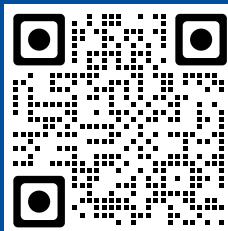
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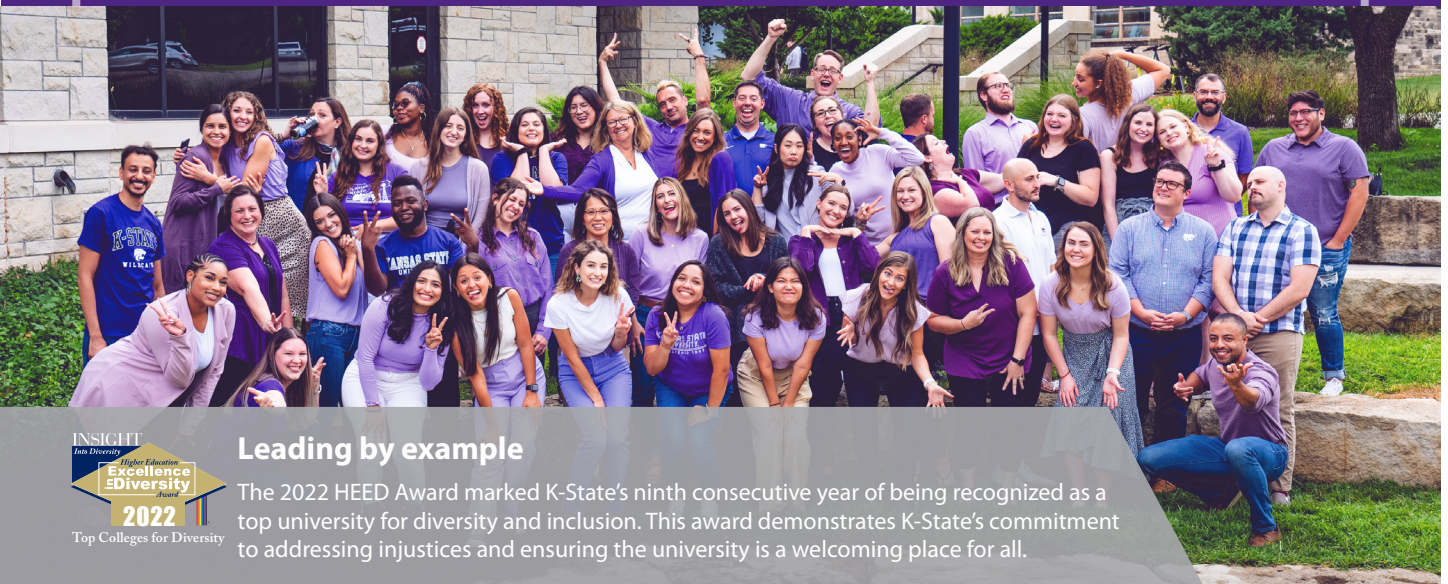


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November 18, 2023

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Kansas State University is committed to enhancing workforce diversity and equity as well as fostering a culture of belonging and inclusion for all members of the Wildcat community. As part of a long-range diversity, equity, inclusion and belonging strategic plan, the following meaningful steps are in action on our campuses:

- Updating hiring practices, training and guidelines to reflect data-informed best practices.
- Creating a mutually inclusive and comprehensive onboarding process for new employees, including acclimation and retention resources.
- Enhancing outreach and engagement with affinity groups for historically underrepresented and undeserved populations.
- Requiring demonstrable commitment to diversity in the tenure and promotion process.



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It is an active academic community dedicated to diverse learning experiences in a culture that encourages diversity, equity, inclusion and a strong social conscience. SUNY Cortland is committed to eliminating systemic and historical barriers of discrimination in order to provide equal opportunity and education for all.

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The university is the largest employer in Cortland, a small, rural city nestled in the beautiful hills of Upstate New York, located in the geographic center of New York State. The campus is within an hour of Syracuse, Binghamton and Ithaca, and is a four-hour drive away from New York City. The area offers a high quality of life, with easy access to the Finger Lakes, outdoor recreation areas and ski resorts.

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→ *Come visit us at table 17.*



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Agenda in Detail

Institute 2023

Thursday, October 26

- 7 a.m. - 7 p.m. **REGISTRATION AND CHECK-IN**
- 8 a.m. - 1 p.m. **Changing Landscapes: Recruiter Professional Development Workshop** **MWS - Meeting Room 12**
Presiding: Ansley Abraham, Director, SREB-State Doctoral Scholars Program
Panelists:
Curtis Byrd, CEO & Co-Founder, Academic Pipeline Project
Rihana Mason, Co-Founder, Academic Pipeline Project
Tashera Gale, Director of Research and Evaluation, Higher Ed Insight
Donte McGuire, Director of Research and Evaluation, Higher Ed Insight
Joy Gayles, Department Head and Professor, North Carolina State University
- 9 a.m. - 5 p.m. **Sloan Scholars Mentoring Network Research Symposium** **JWM - Adamo**
Presiding: Veronica Zepeda, Program Director, Sloan Scholars Mentoring Network
Keynote Speaker: Regina Easley, Research Chemist, National Institute of Standards and Technology
- 1 - 5 p.m. **Sloan Career Exploration Lunch and Networking Event** **MWS - Florida Salon IV**
Presiding: Carmen Sidbury, Senior Director, Research, NACME, Inc.
- 4 - 9 p.m. **Networking Break/Faculty Recruiting Station Visits** **MWS - Grand Salons A-F**
- 5:30 - 6:30 p.m. **ORIENTATION SESSIONS BY GROUP**
- Recruiters** **MWS - Florida Salons I-III**
Presenter: Rana Johnson, Vice President for Diversity, Equity, Inclusion, and Belonging, Kansas State University
- SREB Scholars** **MWS - Florida Salons V-VI**
Presiding and Presenter: Ansley Abraham, Director, SREB-State Doctoral Scholars Program
Presenter: Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program
- McNair Scholars** **MWS - Grand Salon H**
Presenter: Lynn Curry, Director, McNair Scholars Program, Central Michigan University

Thursday, October 26, *continued*

5:30 - 6:30 p.m.	<p>ORIENTATION SESSIONS BY GROUP (continued)</p> <p>First Time Sloan Scholar Attendees MWS - Grand Salon G</p> <p><i>Presiding:</i> Bernard Batson, UCEM Program Director, University of South Florida</p> <p><i>Panelists:</i></p> <p>Taymee Brandon, Purdue University</p> <p>Cody Gonzalez, University of Texas at San Antonio</p> <p>Savannah Hartman, University of South Florida</p> <p>Dorcas Nalubwama Kaweesa, NASA Ames Research Center</p> <p>SSMN Orientation for Sloan Previous Attendees and Graduated Scholars MWS - Meeting Rooms 8-10</p> <p>Topic: <i>The Work of the Sloan Scholar Mentoring Network</i></p> <p><i>Presenter:</i> Veronica Zepeda, Program Director, Sloan Scholars Mentoring Network, Presiding</p> <p>Takeda Scholars MWS - Meeting Room 4</p> <p><i>Presenter:</i> Arthur Mitchell, Chief Learning Officer, National Institute for Inclusive Competitiveness</p> <p>NASA Scholars MWS - Grand Salon I</p> <p><i>Presenter:</i> Abram Coetsee, Fellowships Manager, NASA Office of STEM Engagement</p> <p>Guest Scholars MWS - Grand Salon J</p> <p><i>Presenter:</i> Samesha Barnes, Director, Ronald E. McNair Postbaccalaureate Achievement Program, University of Florida</p>
5:30 - 6:30 p.m.	<p>Sloan Grantee Leadership Meet & Greet JWM - Hillsborough</p> <p><i>(For Sloan Grantee Leadership in the UCEM, SIGP, and SCSC Programs)</i></p> <p><i>Presiding:</i> Lorelle Espinosa, Program Director, Higher Education</p>
6:45 - 8:30 p.m.	<p>Alfred P. Sloan Foundation Welcome Reception JWM - Tampa Bay Ballroom South Foyer</p> <p><i>Presiding:</i> Lorelle Espinosa, Program Director, Higher Education</p>
7 - 8 p.m.	<p>WELCOME AND OPENING RECEPTION JWM - Tampa Bay Ballroom 6-9</p>
8:30 - 9 p.m.	<p>New SREB Institutional Scholar Q&A MWS - Meeting Room 4</p> <p><i>Presiding and Presenter:</i> Ansley Abraham, Director, SREB-State Doctoral Scholars Program</p> <p><i>Presenter:</i> Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program</p>

Friday, October 27

7:30 a.m. - 12:15 p.m.	REGISTRATION AND CHECK-IN	
7:30 - 8:30 a.m.	BREAKFAST GROUP MEETINGS	
	Recruiters	MWS - Grand Salon G
	SREB Scholars	MWS - Grand Salons I-IV
	<i>Presenter: Ansley Abraham, Director, SREB-State Doctoral Scholars Program</i>	
	<i>Presenter: Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program</i>	
	Sloan Scholars, Graduates, and Grantee Leadership	MWS - Florida Salons V-VI
	Takeda Scholar	MWS - Meeting Room 4
	<i>Presenter: Arthur Mitchell, Chief Learning Officer, National Institute for Inclusive Competitiveness</i>	
	McNair Scholars	MWS - Grand Salon H
	<i>Presenter: Lynn Curry, Director, McNair Scholars Program, Central Michigan University</i>	
	NASA Scholars	MWS - Grand Salon I
	<i>Presenter: Abram Coetsee, Fellowships Manager, NASA Office of STEM Engagement</i>	
	Guest Scholars	MWS - Grand Salon J
	<i>Presenter: Samesha Barnes, Director, Ronald E. McNair Postbaccalaureate Achievement Program, University of Florida</i>	
	Holmes Scholars	MWS - Meeting Room 12
	<i>Presenter: Weade James, Vice President, Organizational Advancement, American Association of Colleges for Teacher Education</i>	
8:45 - 10:15 a.m.	OPENING SESSION	JWM - Tampa Bay Ballroom 1-5
	<i>Presiding: Ansley Abraham, Director, SREB-State Doctoral Scholars Program</i>	
	<i>Presenters:</i>	
	Armon Perry , Professor, University of Louisville	
	Laquanda Johnson , Associate Professor of Supply Chain Management, North Carolina Agricultural and Technical State University	
	<i>Plenary Speaker:</i>	
	Adam Falk , <i>President, Alfred P. Sloan Foundation</i>	

Friday, October 27, *continued*

10:15 - 11 a.m.	Networking Break/Faculty Recruiting Station Visits	MWS - Grand Salons A-F
10:30 a.m. - 12:30 p.m.	Sloan Grantee Leadership Meeting <i>Topic: Advancing Access and Opportunity Within the New Legal Landscape</i> <i>Presiding: Lorelle Espinosa</i> , Program Director, Higher Education <i>Presenters and Facilitators:</i> Jamie Lewis Keith , Education Counsel Art Coleman , Education Counsel Travis York , American Association for the Advancement of Science Julia Kent , Council of Graduate Schools Steve Desir , University of Southern California	MWS - Meeting Room 5-6
11 a.m. - 12:15 p.m.	CONCURRENT INTEREST SESSIONS <i>A Conversation with Dr. Ansley Abraham, Director, SREB-State Doctoral Scholars Program</i> <i>Presiding: Belinda Anderson</i> , Former President, Virginia Union University <i>Presenter: Ansley Abraham</i> , Director, SREB-State Doctoral Scholars Program <i>Creating Riches with Your Research: Roadmap to a Profitable Business</i> <i>Presiding: Karl Walker</i> , University of Arkansas, Pine Bluff <i>Presenter: Sable Badaki</i> , Global HR Strategist, SheWorks <i>Creatively Enhancing Your Leadership Style</i> <i>Presiding: Caitlin Getchell</i> , Director of Graduate Academic Policy and Student Success, University of Tulsa <i>Presenter: Nehemiah Mabry</i> , CEO, STEMedia <i>First and Lasting Impressions: Organizing for the Interview</i> <i>Presiding: La Toya Smith</i> , Founder/CEO, LFW Clinical, Counseling & Community Consulting <i>Presenter: Rana Johnson</i> , Vice President for Diversity, Equity, Inclusion, and Belonging, Kansas State University <i>Well-Being: Your Superpower</i> <i>Presiding: Latisha Franklin</i> , Assistant Program Director, Pennsylvania State University <i>Presenter: Lynn Curry</i> , Director, McNair Scholars Program, Central Michigan University	MWS - Florida Salon III MWS - Grand Salon G MWS - Grand Salon I MWS - Grand Salon H MWS - Meeting Room 4

Friday, October 27, *continued*

11 a.m. - 12:15 p.m.

CONCURRENT INTEREST SESSIONS (continued)

Planning your Ph.D.

MWS - Grand Salon J

Presiding: **Maximilian Ororbia**, Postdoctoral Fellow,
University of Pennsylvania

Presenter: **Wendy Carter Veale**, Director of Social Science Research,
University of Maryland, Baltimore County

Solo Success: How to Thrive When You're the Only _____ in Your Department

MWS - Florida Salon I

Presiding: **Prony Bonnaire Fils**, Transportation Planning
Section Manager, Manatee County Government, Work That Matters

Presenter: **Joy Gayles**, Department Head and Professor,
North Carolina State University

Student Centered Teaching — Designing Your Course Methods to Optimize Students' Opportunity to Learn

MWS - Florida Salon II

Presiding: **Jennifaye Brown**, Associate Professor of Physical
Therapy, Augustana University

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

What to Do After You Apply to Ensure Admission and Funding

MWS - Florida Salon IV

Presiding: **Maurice Williams Jr.**, Assistant Professor,
Bridgewater State University

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

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

MWS - Meeting Room 3

Presiding: **Ashley Burge**, Assistant Professor of English, Augustana College

Presenters:

Penny Yee, Associate Dean of Faculty and Professor of Psychology,
Hamilton College

Cynthia King, Associate Dean of Diversity, Equity, and Inclusive Excellence,
Furman University

Christopher Goh, Associate Dean for Institutional Diversity, Equity,
and Inclusion, Williams College

Liz Markovits, Associate Provost and Associate Dean of Faculty,
Mount Holyoke College

CV Reviews

MWS - Meeting Room 8-10

Friday, October 27, *continued*

12:30 - 2 p.m. **LUNCH AND KEYNOTE ADDRESS** **JWM - Tampa Bay Ballroom 1-5**

Topic: *The Changing Face of Higher Education: The Harvard and UNC Supreme Court Cases*

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

Panelists:

Charlie Nelms, President-in-Residence, United Negro College Fund

Stephen Pruitt, President, Southern Regional Education Board

Faye Jones, Research Specialist, Florida State University

12:30 - 1:30 p.m. **Sloan Grantee Leadership Lunch** **MWS - Meeting Room 12**

2 - 2:45 p.m. **Networking Break/Faculty Recruiting Station Visits** **MWS - Grand Salons A-F**

2:15 - 5:15 p.m. **Sloan Grantee Leadership Meeting II** **MWS - Meeting Room 5-6**

Topic: *Advancing Access and Opportunity Within the New Legal Landscape (continued)*

Presiding: **Lorelle Espinosa**, Program Director, Higher Education

2:45 - 4 p.m. **CONCURRENT INTEREST SESSIONS**

Empowering Success: What Graduate Students of Color Told Us They Need to Thrive and Succeed **MWS - Grand Salon I**

Presiding: **Jennifaye Brown**, Associate Professor of Physical Therapy, Augustana University

Presenters:

Tashera Gale, Director of Research and Evaluation, Higher Ed Insight

Donte McGuire, Director of Research and Evaluation, Higher Ed Insight

Code Switching: A PhD-estrian's Guide to Professionalism **MWS - Meeting Room 3**

Presiding: **Jasmine Crenshaw**, Director of Diversity Programs, University of Virginia

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

Describing your Research in Five Minutes or Less **MWS - Meeting Room 4**

Presiding: **Prony Bonnaire Fils**, Transportation Planning Section Manager, Manatee County Government, Work That Matters

Presenter: **Antoinette Stroter**, Policy Analyst, Virginia Department of Education

Friday, October 27, *continued*

- 2:45 - 4 p.m. **CONCURRENT INTEREST SESSIONS (continued)**
- Everything a New Faculty Member Needs to Know About
Becoming an Effective Advisor and Mentor* **MWS - Florida Salon II**
Presiding: Edward Lo, Postdoctoral Fellow, University of Kentucky
Presenter: Loretta McGregor, Professor of Psychology,
Arkansas State University
- Financial Planning for the Future: Investing Basics for
Today's Market* **MWS - Grand Salon J**
Presiding: Ansley Abraham, Director,
SREB-State Doctoral Scholars Program
Presenter: Steven Reznik, Retired Financial Advisor
Raymond James Financial
- Finding the Sweet Spot: Developing a Positive Relationship
with Your Advisor and Mentor* **MWS - Florida Salon I**
Presiding: Maurice Williams Jr., Assistant Professor,
Bridgewater State University
Presenters:
Ruth Washington, Professor of Biology, LeMoyne-Owen College
Ailton Coleman, Assistant Professor of Health Sciences,
James Madison University
- Getting Published: Advice for Scholars* **MWS - Grand Salon H**
Presiding: Njesa Totty, Assistant Professor,
Framingham State University
Presenter: Karen Shrayor, Senior Editor, SAGE Publications
- SCOTUS Decision Regarding Affirmative Action —
How Did We Get Here, A Retrospective Look* **MWS - Florida Salon IV**
Presiding: Stephen Dilks, Associate Dean,
University of Missouri, Kansas City
Presenter: Bob Belle, Senior Consultant,
SREB-State Doctoral Scholars Program
- Writing Your Dissertation* **MWS - Grand Salon G**
Presiding: Michael Fleming, Assistant Professor,
Mercer University
Presenter: Adeyemi Doss, Assistant Professor of African
American Studies, Saint Louis University
- CV Reviews* **MWS - Meeting Room 8-10**

Friday, October 27, *continued*

4 - 5:15 p.m. **Networking Break/Faculty Recruiting Station Visits** **MWS - Grand Salons A-F**

5:30 - 7:30 p.m. **INSTITUTE GRADUATES
AWARDS BANQUET** **JWM - Tampa Bay Ballroom 1-5**

Presiding: **Curtis Byrd**, Curtis Byrd, CEO & Co-Founder,
Academic Pipeline Project

Saturday, October 28

7 - 8:30 a.m.	CHALK TALKS AND NETWORKING BREAKFASTS BY DISCIPLINE	
	Biological Sciences	MWS - Florida Salon IV
	<i>Presiding: Thomas Snowden</i> , Professor and Chair, Natural Sciences Department, Prince George's Community Colleges	
	Education and Humanities	MWS - Florida Salon III
	<i>Presiding: Tiah McKinney</i> , Executive Director, The McKinney Foundation	
	Engineering, Mathematics and Computer Sciences	MWS - Florida Salon VI
	<i>Presiding: Michael Fleming</i> , Assistant Professor, University of Maryland, Baltimore County	
	Health Sciences	MWS - Florida Salon I
	<i>Presiding: Jennifaye Brown</i> , Associate Professor of Physical Therapy, Augustana University	
	Physical Sciences	MWS - Florida Salon II
	<i>Presiding: Twanelle Majors</i> , Senior Lecturer, Tennessee Technological University	
	Psychology	MWS - Florida Salon V
	<i>Presiding: LaToya Bianca Smith</i> , Licensed Psychologist - Founder/CEO, LFW Clinical, Counseling & Community Consulting	
	Social Sciences	MWS - Grand Salon H
	<i>Presiding: E'lisha Fogle</i> , Assistant Professor, California State Polytechnic University	
	Other Fields	MWS - Grand Salon I
	<i>Presiding: Vetrica Byrd</i> , Associate Professor, Purdue University	
	Recruiters and Guests	MWS - Grand Salon G

8:30 - 9:30 a.m.	PLENARY SESSION: <i>AI in the Classroom: Where Are We and Where Are We Going?</i>	JWM - Tampa Bay Ballroom 1-5
	<i>Presiding: Amanda Holloman</i> , University of Florida	
	<i>Plenary Speaker:</i> Juan Gilbert , Endowed Professor and Chair, University of Florida	

Saturday, October 28, *continued*

- 8:30 - 9 a.m. **Sloan Grantee Leadership Breakfast** **MWS - Meeting Room 5-6**
- 9 a.m. - 12:45 p.m. **Sloan Grantee Leadership Meeting III** **MWS - Meeting Room 5-6**
Topic: Driving Sustainable Change in Graduate Education via Collective Impact: Measuring What Counts
Presiding: Carmen Sidbury, Senior Director, Research, NACME, Inc..
Presenter: Karl W. Reid, Engineering PLUS Alliance
Facilitators:
Tashera Gale, Director of Research and Evaluation, Higher Ed Insight
Donte McGuire, Director of Research and Evaluation, Higher Ed Insight
- 9:30 - 10:15 a.m. **Networking Break/Faculty Recruiting Station Visits** **MWS - Grand Salons A-F**
- 10:15 - 11:30 a.m. **CONCURRENT INTEREST SESSIONS**
- Cultivating a Growth Mindset* **MWS - Grand Salon H**
Presiding: Latisha Franklin, Assistant Program Director, Pennsylvania State University
Presenter: Alexandra Abraham, Cognitive Performance Specialist, KBR, Inc.
- Inspiration, Innovation, and Invention — Ideation to Reality* **MWS - Florida Salon I**
Presiding: Carrie Robison, Deputy Commissioner for Sponsored Programs, Louisiana Board of Regents
Presenter: Karen Burg, Vice President for Research, University of Georgia
- Leveraging an Inclusive Professional Framework to Develop Core Skills to Support Inclusion, Part I* **MWS - Grand Salon J**
Presiding: Lekeah Durden, Biology Lab Manager and Instructional Lab Coordinator, Central Michigan University
Presenters:
Don Gillian-Daniel, Director of Professional Development, Office of Inclusion, Equity and Diversity in Engineering, University of Wisconsin
Christopher Agard, Director of Client Management, Educational Testing Service
- Mentoring Programs as DEI Initiatives?* **MWS - Grand Salon G**
Presiding: Twanelle Majors, Senior Lecturer, Tennessee Technological University
Presenter: Stacy Blake-Beard, Clinical Professor of Business Administration, Tuck School of Business, Dartmouth College

Saturday, October 28, *continued*

10:15 - 11:30 a.m.

CONCURRENT INTEREST SESSIONS (continued)

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

MWS - Florida Salon III

Presiding: **Prony Bonnaire Fils**, Transportation Planning Section
Manager, Manatee County Government, Work That Matters

Presenter: **Julia Hubbel**, President, WordFood and The Hubbel Group

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

MWS - Florida Salon II

Presiding: **Jennifaye Brown**, Associate Professor of Physical Therapy,
Augustana University

Presenter: **James Anderson**, Former Chancellor and Professor
of Psychology, Fayetteville State University

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

MWS - Meeting Room 12

Presiding: **Maurice Williams Jr.**, Assistant Professor,
Bridgewater State University

Presenters:

Donta Council, Community and Economic Development Adviser,
Federal Reserve Bank of Atlanta

Katrina Overby, Assistant Professor Rochester Institute of Technology

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

MWS - Grand Salon I

Presiding: **Jacqueline (Richelle) Joe**, Associate Professor,
Counselor Education, University of Central Florida

Presenter: **Vetria Byrd**, Associate Professor and Associate Department
Head of Computer Graphics Technology, Purdue University

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

MWS - Meeting Room 4

Presiding: **Dynisty Wright**, Visiting Instructor,
Georgia Southern University

Presenter: **Thomas Rochon**, President, Educational Records Bureau

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

MWS - Meeting Room 3

Presiding: **La Toya Smith**, Founder/CEO, LFW Clinical,
Counseling & Community Consulting

Presenters: **Nelson Zounlomè**, Founder & CEO, Liberate the Block

CV Reviews

MWS - Meeting Room 8-10

Saturday, October 28, *continued*

- 10:15 - 11:30 a.m. ***Holmes Scholars Research Session*** **JWM - Pasco**
Presiding: Weade James, Vice President, Organizational Advancement, American Association of Colleges for Teacher Education
- 11:45 a.m. - 1 p.m. **CONCURRENT INTEREST SESSIONS**
- Creating Safer Spaces in STEM: Failure-Centered Pedagogy as a Tool for Inclusive Teaching*** **MWS - Grand Salon I**
Presiding: Shelcie Menard-Harvey, Assistant Professor, University of Louisiana Monroe
Presenter: Melody Kelley, Associate Professor of Chemistry, Georgia State University
- Developing your Curriculum Vitae*** **MWS - Florida Salon III**
Presiding: Andrea Kiely, Program Specialist, SREB-State Doctoral Scholars Program
Presenter: Jessica Gadsden, Meharry Medical College
- Fostering Affirming Learning Environments for LGBTQI+ Students*** **MWS - Meeting Room 3**
Presiding: Jacqueline (Richelle) Joe, Associate Professor, Counselor Education, University of Central Florida
Presenters: David Rivera, Associate Professor, Queens College, City University of New York
- Leveraging an Inclusive Professional Framework to Develop Core Skills to Support Inclusion, Part II*** **MWS - Grand Salon J**
Presiding: Christian Ford, Grant Administrator, SREB-State Doctoral Scholars Program
Presenters:
Don Gillian-Daniel, Director of Professional Development, Office of Inclusion, Equity and Diversity in Engineering, University of Wisconsin
Christopher Agard, Director of Client Management, Educational Testing Service
- Mentoring Tree, 3.0, According to Madea*** **MWS - Florida Salon II**
Presenter: Bob Belle, Senior Consultant, SREB-State Doctoral Scholars Program
- Panel of Admissions Experts: Graduate and Post-Doctoral Programs*** **MWS - Meeting Room 12**
Presiding: Maurice Williams Jr., Assistant Professor, Bridgewater State University
Presenter: Donald Asher, Managing Partner, Asher Associates

Saturday, October 28, *continued*

- 11:45 a.m. - 1 p.m. **CONCURRENT INTEREST SESSIONS (continued)**
- Presenting Research Effectively* **MWS - Grand Salon G**
Presiding: **Jessica Maya**, Postdoctoral Associate, Cornell University
Presenters:
Tammy McCoy, TA Development and Future Faculty Specialist,
Georgia Institute of Technology
Colleen McLinn, Associate Dean for Professional Development,
Cornell University
- Tips for Writing Proposals* **MWS - Florida Salon I**
Presiding: **Precious Hardy**, Postdoctoral Associate,
Donald Danforth Plant Science Center
Presenter: **Wendy Carter Veale**, Director of Social Science Research,
University of Maryland, Baltimore County
- Landing Your First Job in Academia* **MWS - Meeting Room 4**
Presiding: **Margaret Cabbie**, Coordinator of Strategic Initiatives,
Alabama Commission on Higher
Presenters: **Kofi Lomotey**, Distinguished Professor of Education
and Allied Professions, Western Carolina University
- 1 - 2:30 p.m. **30TH ANNIVERSARY LUNCHEON AND AWARDS PROGRAM** **JWM - Tampa Bay Ballroom 1-5**
Presiding: **Tiffany Harrison**, Program Specialist,
SREB-State Doctoral Scholars Program
Presenter: **Bob Belle**, Senior Consultant,
SREB-State Doctoral Scholars Program
Award Presentations:
Mentor of the Year
Extra Mile Award
Recruiter Award for 10 Year Participation in the Institute
Outstanding Institute Alumnus Award
- 2 - 3:15 p.m. *Holmes Scholars Academic Writing Session* **JWM - Pasco**
Presiding: **Weade James**, Vice President, Organizational
Advancement, American Association of Colleges for Teacher Education
- 2:30 - 3 p.m. **Networking Break/Faculty Recruiting Station Visits** **MWS - Grand Salons A-F**
- 3 - 4 p.m. **GROUP PHOTOS** **MWS - Event Lawn**
(JWM Tampa Bay Ballroom 6-9 in case of rain)

Saturday, October 28, *continued*

3:30 – 4 p.m. **Holmes Scholars Closing Session** **JWM - Pasco**
Presiding: Weade James, Vice President, Organizational Advancement,
American Association of Colleges for Teacher Education

4 p.m. **Free time (Dinner is on your own)**

9 p.m. -12 a.m. **30TH ANNIVERSARY DESSERT RECEPTION** JWM - Tampa Bay Ballroom 6-9

Sunday, October 29

8:30 - 9:30 a.m. **NASA Scholars Closing Session** **MWS - Grand Salon**
Presiding: Abram Coetsee, Fellowships Manager,
NASA Office of STEM Engagement

8:30 - 9:30 a.m. **Last Call with New SREB Scholars** **MWS - Meeting Room 5-6**
Presiding: Ansley Abraham, Director,
SREB-State Doctoral Scholars Program
Presenter: Tiffany Harrison, Program Specialist,
SREB-State Doctoral Scholars Program

9:45 - 11:30 a.m. **BRUNCH AND CLOSING SESSION** **JWM - Tampa Bay Ballroom 6-9**
Presiding: Thomas Snowden, Professor and Chair,
Natural Sciences Department, Prince George's
Community Colleges
Plenary Speaker:
Daniel Jean, Chief Executive Officer, WordsTravel LLC

Alfred P. Sloan Foundation Scholars Program Agenda

2023 Conference at the Institute for Teaching and Mentoring

Thursday, October 26

- 9 a.m. - 5 p.m. **Sloan Scholars Mentoring Network Research Symposium** **JWM - Adamo**
Presiding: Veronica Zepeda, Program Director, Sloan Scholars Mentoring Network
Keynote Speaker: Regina Easley, Research Chemist, National Institute of Standards and Technology
- 1 - 5 p.m. **Sloan Career Exploration Lunch and Networking Event** **MWS - Florida Salon IV**
Presiding: Carmen Sidbury, Senior Director, Research, NACME, Inc.
- 5:30 - 6:30 p.m. **First Time Sloan Scholar Attendees** **MWS - Grand Salon G**
Presiding: Bernard Batson, UCEM Program Director, University of South Florida
Panelists:
Taymee Brandon, Purdue University
Cody Gonzalez, University of Texas at San Antonio
Savannah Hartman, University of South Florida
Dorcus Nalubwama Kaweesa, NASA Ames Research Center
- 5:30 - 6:30 p.m. **SSMN Orientation for Sloan Previous Attendees and Graduated Scholars** **Meeting Rooms 8-10**
Topic: The Work of the Sloan Scholar Mentoring Network
Presiding: Veronica Zepeda, Program Director, Sloan Scholars Mentoring Network
- 5:30 - 6:30 p.m. **Sloan Grantee Leadership Meet & Greet** **JWM - Hillsborough**
(For Sloan Grantee Leadership in the UCEM, SIGP and SCSC Programs)
Presiding: Lorelle Espinosa, Program Director, Higher Education

Friday, October 27

- 7:30 - 8:30 a.m. **Sloan Scholars, Graduates and Grantee Leadership Breakfast** **MWS - Florida Salons V-VI**

Friday, October 27, *continued*

- 10:30 a.m. - 12:30 p.m. **Sloan Grantee Leadership Meeting** **MWS - Meeting Room 5-6**
- Topic: Advancing Access and Opportunity Within the New Legal Landscape*
- Presiding: Lorelle Espinosa*, Program Director, Higher Education
- Presenters and Facilitators:*
Jamie Lewis Keith, Education Counsel
Art Coleman, Education Counsel
Travis York, American Association for the Advancement of Science
Julia Kent, Council of Graduate Schools
Steve Desir, University of Southern California
- 12:30 - 2 p.m. **Sloan Grantee Leadership Lunch Leadership Breakfast** **MWS - Meeting Room 12**
- 2:15 - 5:15 p.m. **Sloan Grantee Leadership Meeting II** **MWS - Meeting Room 5-6**
- Topic: Advancing Access and Opportunity Within the New Legal Landscape (continued)*
- Presiding: Lorelle Espinosa*, Program Director, Higher Education

Saturday, October 28

- 7:30 - 8:30 a.m. **Sloan Grantee Leadership Breakfast** **MWS - Meeting Room 5-6**
- 9 a.m. - 12:45 p.m. **Sloan Grantee Leadership Meeting III** **MWS - Meeting Room 5-6**
- Topic: Driving Sustainable Change in Graduate Education via Collective Impact: Measuring What Counts*
- Presiding: Carmen Sidbury*, Senior Director, Research, NACME, Inc.
- Presenter: Karl W. Reid*, Engineering PLUS Alliance
- Facilitators:*
Tashera Gale, Director of Research and Evaluation, Higher Ed Insight
Donte McGuire, Director of Research and Evaluation, Higher Ed Insight