



Institute on Teaching and Mentoring

Second Line of Success

Marching Toward Faculty Diversity
and Fulfilling Careers

Program Agenda

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

Welcome to the 2024 Institute on Teaching and Mentoring

Welcome to the 31st 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 historically underrepresented 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, group sessions and sessions on 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 *Second Line of Success: Marching Toward Faculty Diversity and Fulfilling Careers*. In your packets you'll find a publication in which Institute graduates highlight their achievements and share success stories about their career paths both inside and outside of academia.

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, especially as we celebrate this 31st year and look to the future.



INSTITUTE
on **TEACHING**
and **MENTORING**

Introduction

The Issue

Historically underrepresented 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 historically underrepresented minority students with information, encouragement and support to pursue doctoral degrees and become college professors. The Institute focuses on increasing the percentage of historically underrepresented 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 their mentoring skills to create supportive departmental environments for underrepresented students.

Save the Date for the 32nd Annual Institute

Oct. 30 - Nov. 2, 2025 • Atlanta, Georgia • Atlanta Marriott Marquis

4 Steps for Success at the Institute!

- 1. Download the Institute on Teaching and Mentoring App!** Search “**InstituteOnTeaching&Mentoring**” in the Apple App Store or Google Play. Download at
iOS: <https://apps.apple.com/us/app/instituteonteaching-mentoring/id6467678577>
Android: <https://play.google.com/store/apps/details?id=org.sreb.ahapp>
Use the app to:
 - Access the schedule and 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 Institute 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 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 **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

In the mobile app, click on **Schedule** and scroll all the way to the bottom. Click on the **Brunch and Closing Session** and then look for the **Survey** tab at the bottom to give your feedback on the Institute overall.

For each session or overall evaluation that you complete, you will be entered in a drawing to win a cash prize! The limit is five entries (one for each of the four concurrent session blocks plus the overall evaluation).

Scholar Directory

A Tool for Networking and Recruiting

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

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

More than 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 minority Ph.D. 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 underrepresented faculty in higher education. 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.

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.

Undergraduate Research Training Initiative for Student Enhancement

Old Dominion University

Norfolk, VA 23529

<https://www.odu.edu/undergraduate-research-training-intitiative-student-enhancement>

The goal of ODU's U-RISE program is to provide a solid foundation for students underrepresented in biological sciences, chemistry and biochemistry, computer science or psychology. They receive excellent financial benefits, exceptional professional training through research experiences, and participate in professional development thru conferences and workshops tailored to their professional needs. U-RISE Trainees make exceptional candidates for doctoral program admission and are strong candidates for the NSF Graduate Research Fellowship, and other discipline specific fellowships.

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 historically underrepresented 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.

2024 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.

<u>Day/Date</u>	<u>Time</u>	<u>Activity</u>
Thursday, Oct. 31		
	12 - 8 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, Nov. 1		
	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.	Opening Plenary: Kim Hunter Reed <i>Marching Forward Together to Advance Education</i>
	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 Panel — <i>Uplift and Empower: Addressing the Visible and Invisible Labor of Minority Women Leaders in Academia</i>
	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, Nov. 2		
	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: Marybeth Gasman — <i>All the Secrets of the Academy that No One Tells You, or How to Build a Faculty Career You Love</i>
	9:30 - 10:15 a.m.	Networking Break/Faculty Recruiting Station Visits
	10:15 - 11:30 a.m.	Concurrent Interest Group Sessions or CV Reviews
	11:45 a.m. - 1 p.m.	Concurrent Interest Group Sessions or CV Reviews
	1 - 2:30 p.m.	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.	<i>Laissez Les Bon Temps Rouler!</i> Reception
Sunday, Nov. 3		
	9:45 - 11:30 a.m.	Brunch and Closing Session: Calvin Mackie — <i>Achieving Personal Greatness</i>

Meeting Room Map

(2nd Floor)



* Registration and Check-In

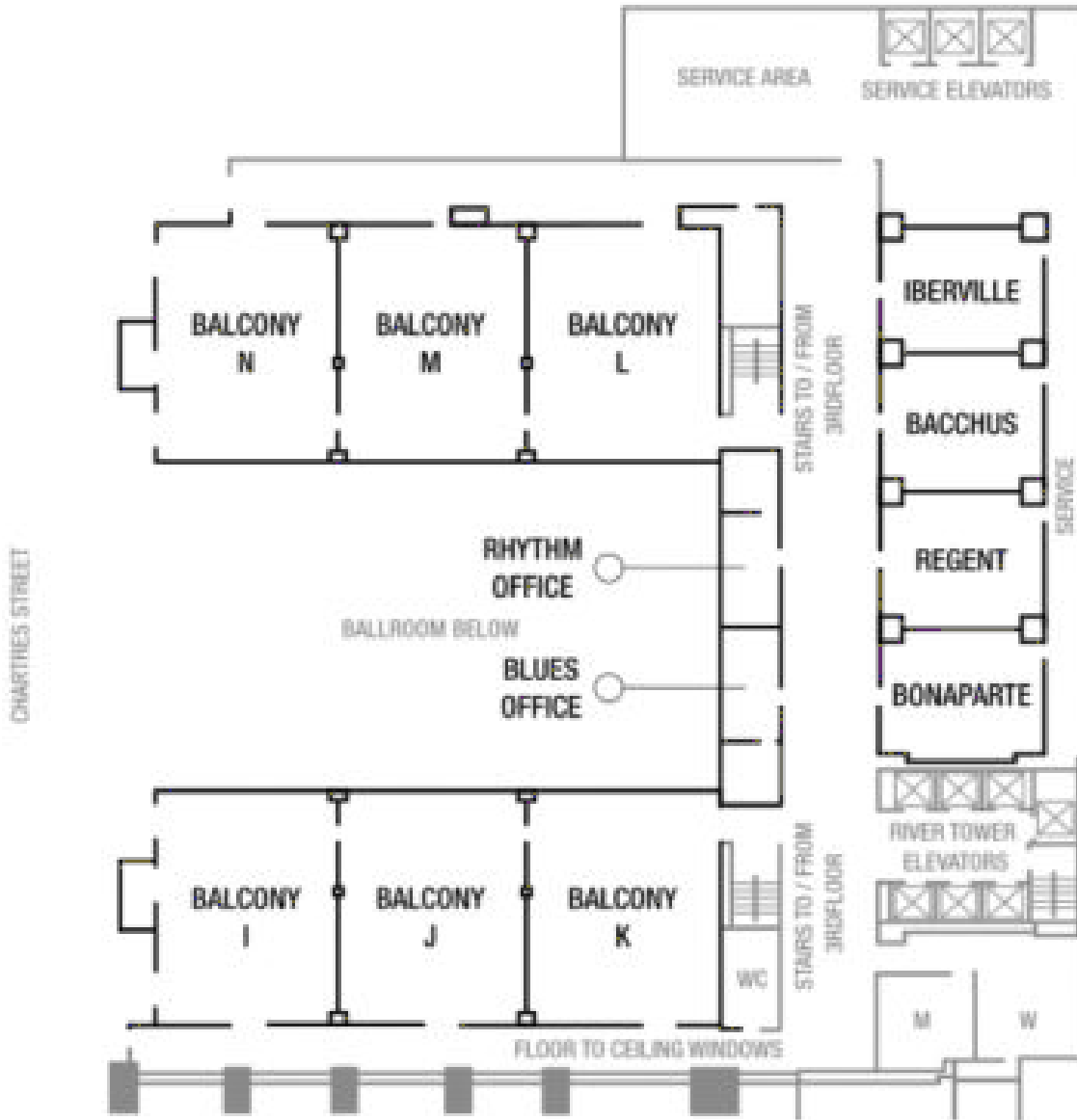
Meeting Room Map

(3rd Floor)



Meeting Room Map

(4th Floor)



Meeting Room Map

(41st Floor)



Recruiter Institutions and Table Numbers

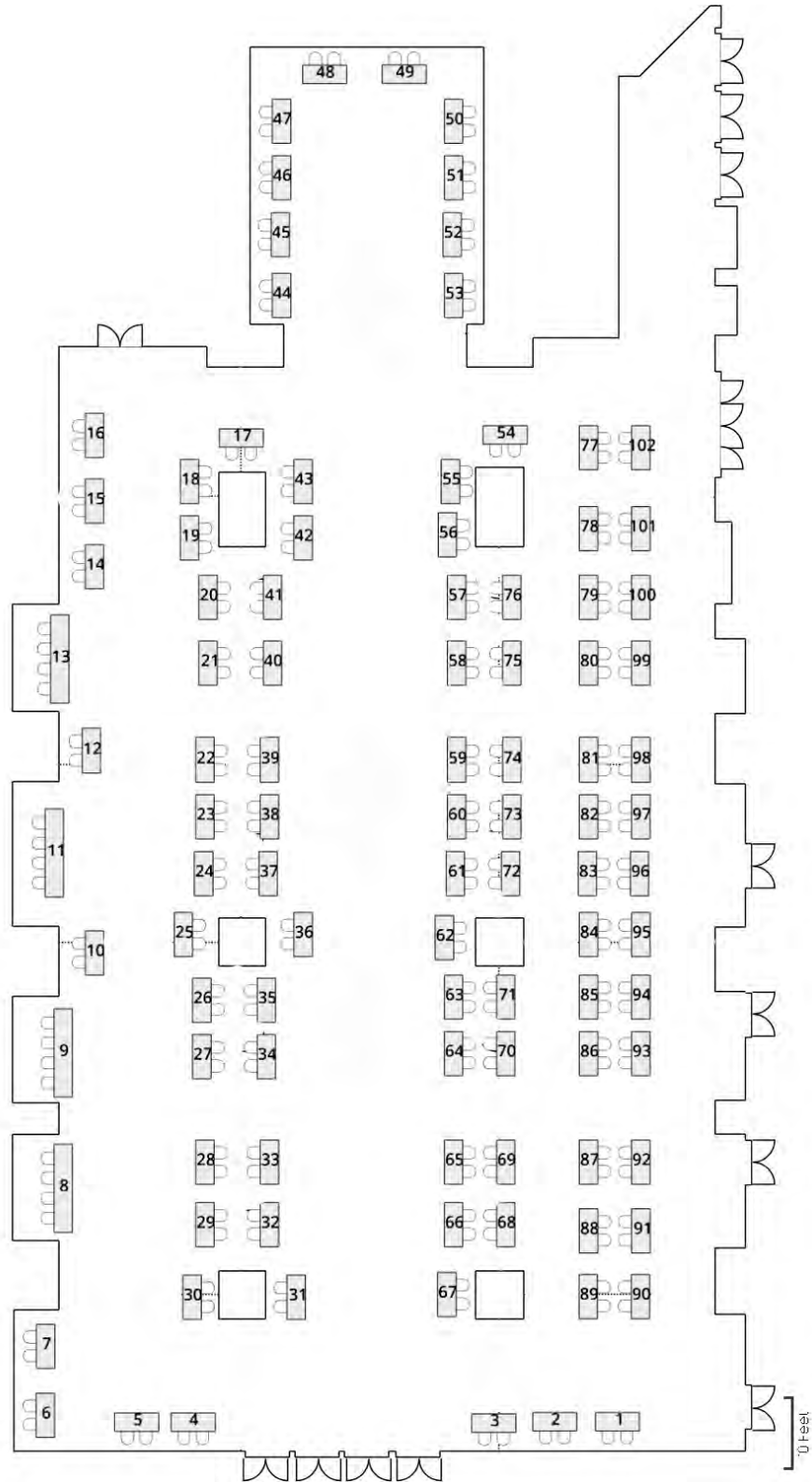
Adobe (99) San Jose, CA	Georgia Southern University (12) Statesboro, GA	National Cancer Institute, Division of Cancer Epidemiology and Genetics (29) Rockville, MD
Antioch University (20) Culver City, CA Keene, NH Santa Barbara, CA Seattle, WA	Hamilton College (66) Clinton, NY	National Institute of Standards and Technology (77) Gaithersburg, MD
Argonne National Laboratory (80) Lemont, IL	Harvard T. H. Chan School of Public Health (39) Boston, MA	National Renewable Energy Laboratory (NREL) (68) Washington, DC and Golden, CO
Augusta University (14) Augusta, GA	Hope College (102) Holland, MI	NCFDD (85) Detroit, MI
Ball State University (51) Muncie, IN	Idaho National Laboratory (24) Idaho Falls, ID	New Jersey Institute of Technology (45) Newark, NJ
Belmont University (71) Nashville, TN	Indiana State University (30) Terre Haute, IN	Niagara University (22) Niagara University, NY
Bentley University (42) Waltham, MA	Indiana University Indianapolis (31) Indianapolis, IN	Norfolk State University (28) Norfolk, VA
Binghamton University (44) Binghamton, NY	Institute for African-American Mentoring in Computing Sciences (62) Madison, WI	North Carolina Agricultural and Technical State University (19) Greensboro, NC
Bridgewater State University (38) Bridgewater, MA	James Madison University (86) Harrisonburg, VA	Old Dominion University (1) Norfolk, VA
Bucknell University (36) Lewisburg, PA	Kansas State University (10) Manhattan, KS	Oregon State University (79) Corvallis, OR
Buffalo State University (91) Buffalo, NY	Louisiana Tech University (50) Ruston, LA	Otterbein University (21) Westerville, OH
Clemson University (64) Clemson, SC	Loyola University New Orleans (18) New Orleans, LA	Pennsylvania State University Altoona (89) Altoona, PA
Colgate University (83) Hamilton, NY	Massachusetts Institute of Technology (25) Cambridge, MA	Pennsylvania Western University (23) California, PA Clairon, PA Edinboro, PA
College of New Jersey (17) Ewing, NJ	Merrimack College (78) North Andover, MA	Rand Corporation (84) Santa Monica, CA
College of the Holy Cross (33) Worcester, MA	Metropolitan State University of Denver (95) Denver, CO	Rochester Institute of Technology (67) Rochester, NY
East Tennessee State University (75) Johnson City, TN	Middle Tennessee State University (58) Murfreesboro, TN	Salem State University (26) Salem, MA
Fordham University (15) New York, NY	Mississippi State University (2) Starkville, MS	Salisbury University (52) Salisbury, MD
Framingham State University (37) Framingham, MA	Missouri University of Science and Technology (63) Rolla, MO	Slippery Rock University (88) Slippery Rock, PA
Geisel School of Medicine at Dartmouth College (11) Hanover, NH	MIT Lincoln Laboratory (27) Lexington, MA	Southern Illinois University Edwardsville (8) Carbondale, IL
George Mason University (4) Fairfax, VA	Mount Holyoke College (65) South Hadley, MA	St. Jude Children's Research Hospital (34) Memphis, TN
Georgia Institute of Technology (5) Atlanta, GA	Murray State University (41) Murray, KY	

Recruiter Representatives and Table Numbers, *continued*

Stony Brook University (93) Brookhaven, NY	University of Denver (56) Denver, CO	University of Notre Dame (76) Notre Dame, IN
SUNY Brockport (46) Brockport, NY	University of Florida (35) Gainesville, FL	University of Rochester (61) Rochester, NY
SUNY Plattsburgh (47) Plattsburgh, NY	University of Georgia (13) Athens, GA	University of Vermont (87) Burlington, VT
Texas Christian University (54) Fort Worth, TX	University of Idaho (57) Moscow, ID	University of Virginia (100) Charlottesville, VA
The College of William & Mary (97) Williamsburg, VA	University of Illinois Urbana- Champaign (32) Urbana, IL	Virginia Community College System (70) Richmond, VA
The Ohio State University (72-73) Columbus, OH	University of Kentucky (40) Lexington, KY	Virginia Polytechnic Institute and State University (43) Blacksburg, VA
Tulane University (81-82) New Orleans, LA	University of Louisiana at Lafayette (69) Lafayette, LA	Virginia State University (48) Ettrick, VA
University at Buffalo (53) Buffalo, NY	University of Minnesota (59) Minneapolis, MN	Washington University in Saint Louis (9) St. Louis, MO
University of Alabama at Birmingham (92) Birmingham, AL	University of Minnesota Duluth (74) Duluth, MN	Western Kentucky University (94) Bowling Green, KY
University of Alabama in Huntsville (55) Huntsville, AL	University of Minnesota Morris (60) Morris, MN	Winthrop University (6) Rock Hill, SC
University of Arkansas - Fulbright College of Arts and Sciences (3) Fayetteville, AR	University of Mississippi (7) Oxford, MS	Worcester State University (49) Worcester, MA
University of Connecticut (90) Storrs, CT	University of New Mexico (16) Albuquerque, NM	

Recruiter Table Locations

Preservation Hall (2nd Floor)



Plenary Speakers



Kim Hunter Reed

Commissioner of Higher Education, Louisiana Board of Regents

Kim Hunter Reed, Ph.D., is Louisiana’s Commissioner of Higher Education. She is currently the only woman in the country to have served as a state higher education leader in multiple states. Reed is a proven advocate for students who has worked effectively at campus, state and federal levels. She was recognized nationally as the 2020 Exceptional Leader by the State Higher Education Executive Officers Association.

In 2023, she successfully led efforts to secure additional state funding of more than \$180 million, the most significant strategic investment in Louisiana higher education to date. Reed leads the state’s talent development efforts, focused on increasing educational attainment, erasing achievement gaps, and increasing prosperity. To reach the state’s goal of doubling the number of credentials awarded annually by 2030, she focuses on transformational policies and deep collaboration, advancing the Regents’ talent imperative. In support of that vision, Louisiana’s institutions are focused on strengthening the state’s education-to-employment pipeline, accelerating student success, reskilling and training those seeking new career opportunities, finding solutions through research and discovery, and contributing significantly to the state’s post-pandemic economic recovery.

In January 2023, Reed was named as one of the nation’s Top 10 Black higher education leaders by Forbes, which stated “Louisiana’s top higher ed exec is unrivaled, the absolute best among state-level leaders.” Reed is a nationally recognized student advocate with extensive higher education and government experience. In addition to leading the Colorado Department of Higher Education, she served in President Obama’s administration as deputy undersecretary at the U.S. Department of Education. She led the White House Initiative on Historically Black Colleges and Universities. Collectively, Reed has served in various senior leadership roles with four governors.

A Lake Charles native, Reed received a doctorate in public policy from Southern University and A&M College, as well as a master’s degree in public administration and a bachelor’s degree in broadcast journalism from Louisiana State University and A&M College. She also served as Chief of Staff and Deputy Commissioner for Public Affairs for the Louisiana Board of Regents, as well as an adjunct faculty member and Executive Vice President at the University of Louisiana System.

Plenary Speakers, *continued*



Tia Dumas

Associate Vice President for Strategic Alliances, Clemson University

Dr. Tia N. Dumas has made it her life's work to support learners of all ages and backgrounds actualize their talent for positive local and global impacts. With an uncanny knack for making large, complex issues easily digestible for all learners, Dumas organizes and mobilizes people to transform higher education.

Dumas is Associate Vice President for Strategic Alliances at Clemson University, where she designs strategies and initiatives to address real-world challenges colleges face. She works at the nexus of academic, public and private relationships to develop leadership capacity across Academic Affairs, promoting a culture of collaboration, knowledge sharing, belonging and daring leadership. She is the founder of the Clemson Chair Academy, a leadership development community for Clemson's academic leaders, and directs oversight of its emerging programs.

Dumas most recently served as provost's fellow in the Office of the Provost, and Associate Dean for Professional Development and Inclusive Excellence in Clemson University's Graduate School. As the architect and founder of GRAD 360°, Clemson University's nationally recognized and holistic model of professional development for graduate students and postdoctoral scholars, she harnessed the talent, experiences and expertise of faculty scholars, campus professionals, employers and alumni to train over 5,000 graduate students for various careers.

Plenary Speakers, *continued*



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

Suzanne Ortega became the sixth president of the Council of Graduate Schools on July 1, 2014. Prior to assuming her current position, she served as the University of North Carolina Senior Vice President for Academic Affairs (2011-14). Previous appointments included the Executive Vice President and Provost at the University of New Mexico, Vice Provost and Graduate Dean at the University of Washington, and the University of Missouri. Dr. Ortega's masters and doctoral degrees in sociology were completed at Vanderbilt University. With primary research interests in mental health epidemiology, health services, and race and ethnic relations, Dr. Ortega is the author or co-author of numerous journal articles, book chapters, and an introductory sociology text, now in its 8th edition.

An award winning teacher, Dr. Ortega has also served on a number of review panels for NSF and NIH and has been the principal investigator or co-investigator on grants totaling more than \$6 million in state and federal funds. Dr. Ortega serves or has served on a number of professional association boards, committees, including, the Executive Boards of the Council of Graduate Schools, the Graduate Record Exam, the National Academies of Science Committee on the Assessment of the Research Doctorate, the National Science Foundation's Human Resources Expert Panel, the North Carolina E-learning Commission, the North Carolina Public School Forum, the UNC TV Foundation and the UNC Press Board of Governors.



Kecia Thomas **Dean of the College of Arts and Sciences, University of Alabama at Birmingham**

Dr. Kecia M. Thomas is an industrial-organizational psychologist, diversity scientist and Dean of the College of Arts and Sciences at UAB and Professor Emeritus at the University of Georgia. Over the last 30-plus years, her research has focused broadly on the psychology of workplace diversity. Her scholarship and her institutional engagements typically target topics like strategic diversity recruitment, diversity resistance, diversity in STEM workplaces and understanding the career experiences of high potential women of color (e.g. Pet to Threat). She has been fortunate to serve as a consultant or subject matter expert for a variety of institutions like the National Academies of Science, the Carnegie Institute for Science, Amazon, Capital One, PepsiCo, the American Association for the Advancement of Science, and the White House Office of Science and Technology.

While at UGA, Dr. Thomas served as the major professor for 24 doctorates in her field, and is the author of over 60 academic articles and chapters and the first I-O diversity textbook, *Diversity Dynamics in the Workplace*. She has edited six additional academic volumes including, *Diversity Resistance in Organizations Vols. 1 and 2*. Dr. Thomas is an elected-Fellow of the American Psychological Association, the Society for the Psychological Study of Culture, Ethnicity and Race, and she was the third Black person and first African American women elected as Fellow of the Society of I-O Psychology in 2009. Dr. Thomas's research has been covered by diverse media outlets such as *Teen Vogue*, *The New Yorker*, Brene Brown's "Dare to Lead" podcast, and the "Therapy for Black Girls" podcast and she currently serves as a regular contributor to *Forbes.com*. She is a rustee for her undergraduate alma mater, Bucknell University, where she earned a BA in psychology and Spanish. Dr. Thomas earned her MS and Ph.D. in I-O psychology from Penn State.

Plenary Speakers, *continued*



Marybeth Gasman

**Samuel DeWitt Proctor Endowed Chair in Education and University
Distinguished Professor, Rutgers University**

Marybeth Gasman is the Samuel DeWitt Proctor Endowed Chair in Education, a Distinguished Professor, and the Associate Dean for Research in the Graduate School of Education at Rutgers University. She also serves as the Executive Director of the Samuel DeWitt Proctor Institute for Leadership, Equity & Justice and the Executive Director of the Rutgers Center for Minority Serving Institutions. Prior to joining the faculty at Rutgers, Gasman was the Judy & Howard Berkowitz Endowed Professor in the Graduate School of Education at the University of Pennsylvania. She is the author or editor of 33 books, including *Educating a Diverse Nation*, *Envisioning Black Colleges*, *Making Black Scientists*, *Doing the Right Thing: How to End Systemic Racism in Faculty Hiring* and her newest book, *HBCU: The Power of Historically Black Colleges and Universities*. Gasman has written over 300 peer-reviewed articles, scholarly essays and book chapters. She has penned over 650 opinion articles for the nation's newspapers and magazines and is ranked by *Education Week* as one of the 30 most influential education scholars in the nation. Gasman has raised over \$24 million in grant funding to support her research and that of her students, mentees and MSI partners. She has served on the board of trustees of The College Board as well as historically Black colleges — Paul Quinn College, Morris Brown College and St. Augustine College. She considers her proudest accomplishment to be receiving the University of Pennsylvania's Provost Award for Distinguished Ph.D. Teaching and Mentoring, serving as the dissertation chair for over 85 doctoral students since 2000.



Calvin Mackie

Founder and CEO, STEM NOLA

Dr. Calvin Mackie is an award-winning mentor, inventor, author, former engineering professor, internationally renowned speaker and successful entrepreneur. In 2013, he founded STEM NOLA, a non-profit organization created to expose, inspire, and engage communities in the opportunities in STEM. To date, STEM NOLA has engaged over 70,000 K-12 students in hands-on project-based STEM activities. In 2021, he launched STEM Global Action to advance K-12 STEM education around the world. He has won numerous awards including the 2003 Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring in a White House ceremony. In 2013, Dr. Mackie was awarded the highest honor bestowed upon a Morehouse College graduate, A Candle in the Dark's "Bennie" Award. In 2019, Dr. Mackie received the Congressional Black Caucus Foundation Board's Chair Phoenix Award. Dr. Mackie is a devoted husband to wife, Tracy, and father to sons, Myles Ahmad and Mason Amir.

Thank You

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

31st Annual Institute on Teaching and Mentoring

Sponsorships include:

TROMBONE

Tulane University

TUBA

Virginia Tech

SAXOPHONE

Texas Christian University

CLARINET

NCFDD

SNARE DRUM

Bentley University

BASS DRUM

Indiana University Indianapolis

Mississippi State University

Southern Illinois University Edwardsville

University of Mississippi

FRIENDS OF THE INSTITUTE include:

North Carolina A&T University, University of Louisiana at Lafayette,
University of Minnesota State Duluth and University of Minnesota Morris



EAST TENNESSEE STATE
UNIVERSITY

OFFICE OF
Equity & Inclusion



Promoting diversity, access, inclusion, research, and retention initiatives for all faculty, staff, and students

JOIN OUR NEWSLETTER

To receive a copy please contact:
Kim Maturo, Office Coordinator
MATURO@ETSU.EDU

The office collaborates with university and community partners on matters associated with equity and inclusion to promote relationships and advocate for underrepresented populations.

- Mary V. Jordan Multicultural Center
etsu.edu/equity/mcc/
- Dr. Patricia Robertson Pride Center
etsu.edu/equity/mcc/programs/lgbtq/
- Women and Gender Resource Center
www.etsu.edu/wrcetsu/



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, 2025, 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 institution
- Demonstrated commitment to and support for Black, Indigenous, and People of Color (BIPOC) groups through their teaching and/or scholarship

Positions by institution: Tenure-track positions

Bridgewater State University

- Chemistry
- Computer Science (Cyber Focus)
- Dept. of Geological Sciences, Geology
- Math (Data Science Focus)

To apply, visit the employment listings at: <https://jobs.bridgew.edu/>

For confidential assistance, please contact the Human Resources Office at 508-531-1324

Framingham State University

- **Department of Biology** -Organismal Biology; broadly trained in the life sciences with specialization in Botany.
- **Computer Science (Two positions)** - with experience in the areas of Artificial Intelligence (AI) and Data Science, with consideration given to those with a background in related fields
- **Department of Chemistry and Food Science** (with a specialization in Biochemistry, Bioanalytical Chemistry, Biophysical Chemistry, or related discipline)

To apply, visit the employment listings at: <https://framingham.interviewexchange.com>

For confidential assistance, please contact the Human Resources Office at 508-626-4530 or

humanresources@framingham.edu

Worcester State University : Check our website for upcoming postings.

- To apply, visit the employment listings at: <https://worcester.interviewexchange.com/>
For confidential assistance, please contact the Human Resources Office at 508-929-8117 or hr@worcester.edu.



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.



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 engaged members of their communities. Hamilton's commitment to diversity is embodied in its need-blind admission policy for U.S. citizens and permanent residents; furthermore, Hamilton meets the full demonstrated financial need for all admitted and enrolled students during their four years on campus. Hamilton 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.



TENURE-TRACK OPENINGS BEGINNING JULY 1, 2025

- Asian Studies
- Biology
- Computer Science (2 positions)
- Geosciences
- Government
- Creative Writing
- Literature
- Philosophy
- Women's and Gender Studies

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 starting salary range for these positions is \$89,800 to \$120,000. Research support for tenure-track positions includes start-up funds, annual conference travel, and a generous sabbatical leave program.



POSTDOCTORAL OPENINGS BEGINNING JULY 1, 2025

- Asian Studies Postdoc
- OPEN area Postdoc

The teaching load for fellowship positions is three courses. The expected starting salary range for these positions is \$57,500 to \$60,000. Research support includes a \$5,000 annual research allowance and conference travel.

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. 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 Tina Hall (thall@hamilton.edu) and Penny Yee (pyee@hamilton.edu).

hamilton.edu/facultyjobs



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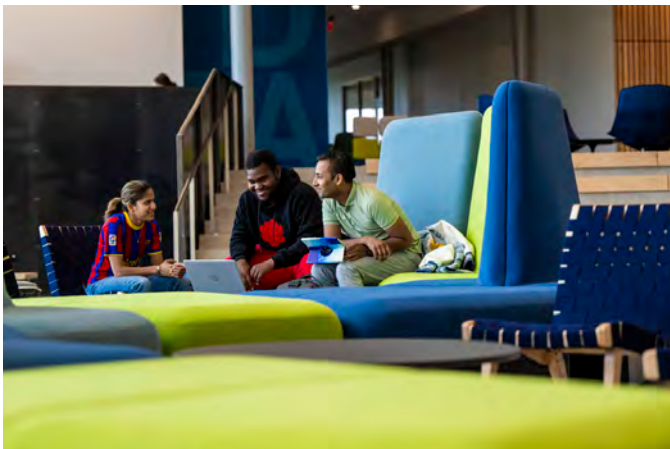
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Antioch is committed to creating and sustaining a workforce of highly qualified and motivated faculty and staff who are all dedicated to achieving the charitable and educational mission of the university. The university proactively embraces best practices and workforce diversity, and is committed to providing a positive, discrimination-free environment in which to work and one that encourages its employees to balance work and personal commitments.

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Agenda in Detail

Institute 2024

Thursday, Oct. 31

- 8 a.m. - 12:30 p.m. ***Changing Landscapes: Recruiter Professional Development Workshop*** **Galerie 2 (2nd Floor)**
Presiding: Ansley Abraham, Director, SREB-State Doctoral Scholars Program
Presenters:
Curtis Byrd, CEO & Co-Founder, Academic Pipeline Project
Rihana Mason, Co-Founder, Academic Pipeline Project
Using Data-Driven DEI Metrics to Support Inclusive Excellence Efforts on College Campuses in an Anti-Affirmative Action Climate
Joy Gayles, Department Head and Professor, North Carolina State University
Re-thinking Mentoring
Tia Dumas, Associate Vice President for Strategic Alliances, Clemson University
(Re)Thinking Strategic Alliances to Achieve Institutional Goals
- 9 a.m. - 5 p.m. **Sloan Scholars Mentoring Network Academic Job Market and New Faculty Boot Camp** **Galerie 1 (2nd Floor)**
Presiding: Veronica Zepeda, Program Director, Sloan Scholars Mentoring Network
- 1 - 5 p.m. **Sloan Career Exploration Lunch and Networking Event** **Mardis Gras D (3rd Floor)**
Presiding: Carmen Sidbury, Senior Director of Research and Strategic Partnerships, NACME Inc.
- 4 - 9 p.m. **Networking Break and Recruiting Station Visits** **Preservation Hall (2nd Floor)**
- 5:30 - 6:30 p.m. **ORIENTATION SESSIONS BY GROUP**
- Guest Scholars** **Mardis Gras F (3rd Floor)**
Presiding: Maurice Williams, Jr., Assistant Professor, Bridgewater State University
- Undergraduate Scholars Orientation** **Mardis Gras B (3rd Floor)**
Presiding: Lynn Curry, Director, McNair Scholars Program, Central Michigan University
- Recruiter Orientation** **Galerie 5-6 (2nd Floor)**
Presiding: Rana Johnson, Vice President for Diversity, Equity, Inclusion and Belonging, Kansas State University

Thursday, Oct. 31, *continued*

- 5:30 - 6:30 p.m. **ORIENTATION SESSIONS BY GROUP (continued)**
- First Time Sloan Scholar Attendees** **Mardis Gras GH (3rd Floor)**
How to Maximize Your Time at the Institute
Presiding: Bernard Batson, UCEM Program Director, University of South Florida
Presenters:
Ritchie Hernandez, Ph.D., University of California, San Diego
Michael West, Ph.D., Massachusetts Institute of Technology
Victoria Sharp, Ph.D., Pennsylvania State University
- SREB Scholars** **Galerie 2-3 (2nd Floor)**
Presiding Ansley Abraham, Director, SREB-State Doctoral Scholars Program
Presenter:
Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program
- SSMN Orientation for Sloan Previous Attendees and Graduated Scholars** **Mardi Gras E (3rd Floor)**
The Work of the Sloan Scholar Mentoring Network
Presenter: Veronica Zepeda, Program Director, Sloan Scholars Mentoring Network
- 5:30 - 6:30 p.m. **Sloan Grantee Leadership Meet & Greet** **St. Charles (41st Floor)**
(For Sloan Grantee Leadership in the UCEM, SIGP and SCSC Programs)
Presiding: Lorelle Espinosa, Program Director, Higher Education, Alfred P. Sloan Foundation
- 6:45 - 8:30 p.m. **Alfred P. Sloan Foundation Welcome Reception for Sloan Scholars and Sloan Grantee Leadership** **Riverview (41st Floor)**
Presiding: Lorelle Espinosa, Program Director, Higher Education, Alfred P. Sloan Foundation
- 7 - 8 p.m. **WELCOME AND OPENING RECEPTION** **Acadia (3rd Floor)**
- 8:30 - 9 p.m. **New SREB Institutional Scholar Q&A** **Mardis Gras A (3rd Floor)**
Presiding: Ansley Abraham, Director, SREB-State Doctoral Scholars Program
Presenter: Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program

Friday, Nov. 1

7:30 - 8:30 a.m. **BREAKFAST GROUP MEETINGS**

Guest Scholars

Mardi Gras E (3rd Floor)

Presiding: **Christopher Whitt**, Vice Chancellor – Diversity, Equity and Inclusion, University of Denver

Undergraduate Scholars

Galerie 1 (2nd Floor)

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

Recruiters

Mardi Gras D (3rd Floor)

Presiding: **Rana Johnson**, Vice President for Diversity, Equity Inclusion, and Belonging, Kansas State University

Sloan Scholars, Graduates and Grantee Leadership

Galerie 5-6 (2nd Floor)

SREB Scholars

Galerie 2-3 (2nd Floor)

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

Presenters:

Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program

Harriette Scott, Vice President for Postsecondary Education, Southern Regional Education Board

8:45 - 10:15 a.m.

OPENING PLENARY: *Marching Forward Together to Advance Education*

Grand Ballroom (3rd Floor)

Presiders:

Ansley Abraham, Director, SREB-State Doctoral Scholars Program

Stephen Pruitt, President, Southern Regional Education Board

Plenary Speaker:

Kim Hunter Reed, Commissioner of Higher Education, Louisiana Board of Regents

Presenters:

Elsa Carmago, Assistant Professor of Educational Leadership and Policy Studies, University of Texas at Arlington

Jessye Talley, Assistant Professor, Industrial and Systems Engineering, Morgan State University

10:15 - 11 a.m.

Networking Break and Recruiting Station Visits

Preservation Hall (2nd Floor)

Coffee Break sponsored by **Indiana University, Indianapolis**

10:45 a.m. - 5:15 p.m.

Sloan Grantee Leadership Meeting

Riverview (41st Floor)

Presiding: **Lorelle Espinosa**, Program Director, Higher Education, Alfred P. Sloan Foundation

Friday, Nov. 1, *continued*

11 a.m. - 12:15 p.m. **CONCURRENT INTEREST SESSIONS**

Unlock the Business Inside Your Dissertation **Mardis Gras A-C (3rd Floor)**

Presiding: **Janeen Perry-Campbell**, Director for Student and Educator Engagement, Wake County Public Schools, NC

Presenter: **Sable Ryan**, Global HR Strategist, SheWorks

Every Semester Needs a Plan **Mardis Gras GH (3rd Floor)**

Presiding: **Travis Smith**, Assistant Professor, Alabama State University

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

“So, There Is an Election Next Week”: Financial Planning for the Long Game **Galerie 2 (2nd Floor)**

Presiding: **Paola Badaguez Medina**, Assistant Professor of Chemical Engineering, University of Puerto Rico-Mayaguez

Presenter: **Jason Brienen**, Managing Director, Chiron Capital

Labor Rights in the Higher Education Context **Mardis Gras F (3rd Floor)**

Presiding: **Alexander Patrick-Rolando**, Director of DEI/ Residential Faculty, Glendale Community College

Presenter: **William Herbert**, Distinguished Lecturer and Executive Director, National Center for the Study of Collective Bargaining, Hunter College, City University of New York

Secrets From Behind the Scenes — Demystifying the Faculty Job Search Process **Galerie 6 (2nd Floor)**

Presiding: **Toni Denae Owens**, Social Work Adjunct Instructor, Nashville State Community College

Presenters:

Elizabeth Naranjo Hayes, Assistant Professor of Spanish and French Linguistics, Truman State University

Lorraine Stinebiser, Director, Faculty Diversity and Recruitment, Rochester Institute of Technology

Student Centered Teaching — Designing Your Course to Optimize Students’ Opportunity to Learn **Galerie 1 (2nd Floor)**

Presiding: **Jessica Gadsden**, Academic Instructor, CoreCivic

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

Taking Care of You **Galerie 5 (2nd Floor)**

Presiding: **Thomas Snowden**, Professor and Chair, Natural Sciences Department, Prince George’s Community College

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

Friday, Nov. 1, *continued*

11 a.m. - 12:15 p.m.	CONCURRENT INTEREST SESSIONS (continued) <i>Navigating Graduate School During a Disaster</i> Galerie 3 (2nd Floor) <i>Presiding:</i> Veronica Johnson , Program Coordinator, SREB-State Doctoral Scholars Program <i>Presenters:</i> Christy Moland , Project Manager, Department of Communication Sciences and Disorders, Louisiana State University Claire Norris , Vice President for Advancement, University of Louisiana System Joy Banner , Co-Founder and Co-Director, The Descendants Project <i>CV Reviews</i> Mardi Gras E (3rd Floor) Faculty Recruiting Station Visits Preservation Hall (2nd Floor)
12 - 1 p.m.	Sloan Grantee Leadership Lunch Riverview (41st Floor)
12:30 - 2 p.m.	LUNCH AND KEYNOTE PANEL Grand Ballroom (3rd Floor) <i>Uplift and Empower: Addressing the Visible and Invisible Labor of Minority Women Leaders in Academia</i> <i>Presiding:</i> Tiffany Harrison , Program Specialist, SREB-State Doctoral Scholars Program <i>Panelists:</i> Suzanne Ortega , President, Council of Graduate Schools Kecia Thomas , Dean of the College of Arts and Sciences, University of Alabama at Birmingham Tia Dumas , Associate Vice President for Strategic Alliances, Clemson University
2 - 2:45 p.m.	Networking Break and Recruiting Station Visits Preservation Hall (2nd Floor) Coffee Break sponsored by University of Mississippi
2:45 - 4 p.m.	CONCURRENT INTEREST SESSIONS <i>Code Switching: A PhD-estrian's Guide to Professionalism</i> Mardis Gras GH (3rd Floor) <i>Presiding:</i> Kristopher Marshall , Interim Director, Exploratory Student Advisement, Southern Illinois University <i>Presenter:</i> Tiffany Harrison , Program Specialist, SREB-State Doctoral Scholars Program <i>Describing your Research in Five Minutes or Less</i> Galerie 5 (2nd Floor) <i>Presiding:</i> Thomas Snowden , Professor and Chair, Natural Sciences Department, Prince George's Community College <i>Presenter:</i> Antoinette Stroter , Policy Analyst, Virginia Department of Education

Friday, Nov. 1, *continued*

- 2:45 - 4 p.m. **CONCURRENT INTEREST SESSIONS (continued)**
- Engaging the Post-Covid Scholar*** **Mardis Gras A-C (3rd Floor)**
Presiding: **Michael West**, Postdoctoral Research Fellow,
Johns Hopkins University
Presenter: **Daniel Jean**, Associate Provost, Montclair State University
- First and Lasting Impressions: Organizing for the Interview*** **Galerie 2 (2nd Floor)**
Presiding: **La Toya Bianca Smith**, Licensed Psychologist, Founder
and CEO, LFW Clinical, Counseling & Community Consulting, LLC
Presenter: **Rana Johnson**, Vice President for Diversity, Equity,
Inclusion, and Belonging, Kansas State University
- Getting Published: Strategies for Scholars*** **Mardis Gras F (3rd Floor)**
Presiding: **Yulizza Henao**, Researcher, Sustainability in
Construction, Georgia Institute of Technology
Presenter: **Stephanie Evans**, Professor, Black Women's Studies,
Georgia State University
- Lessons Learned: Creating a Culture of Mentoring in
Graduate Education*** **Galerie 3 (2nd Floor)**
Presiding: **Chelsie Burchett**, Postdoctoral Scholar,
Stanford University
Presenter: **Julie Harlin**, Associate Dean, Graduate and
Professional School, Texas A&M University
- Navigating the Dissertation Journey: Strategies for Success
in Academic Writing*** **Galerie 6 (2nd Floor)**
Presiding: **Janeen Perry-Campbell**, Director for Student and
Educator Engagement, Wake County Public Schools, NC
Presenter: **Adéyemi Doss**, Assistant Professor of African
American Studies, Saint Louis University
- Teaching Active Learning Strategies*** **Galerie 1 (2nd Floor)**
Presiding: **Ashley Burge**, Assistant Professor of English,
Augustana College
Presenter: **Sheila Gregory**, Professor, Higher Education and
Educational Leadership, Clark Atlanta University
- CV Reviews*** **Mardis Gras E (3rd Floor)**
- Faculty Recruiting Station Visits** **Preservation Hall (2nd Floor)**
- 4 - 5:30 p.m. **Networking Break and Recruiting Station Visits** **Preservation Hall (2nd Floor)**

Friday, Nov. 1, *continued*

5:30 - 7:30 p.m.

INSTITUTE GRADUATES' AWARD BANQUET DINNER

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

Grand Ballroom (3rd Floor)

Saturday, Nov. 2

7 - 8:30 a.m.

CHALK TALKS AND NETWORKING BREAKFASTS BY DISCIPLINE

Biological Sciences

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

Mardi Gras D (3rd Floor)

Education and Humanities

Presiding: **Janeen Perry-Campbell**, Director for Student
and Educator Engagement, Wake County Public Schools, NC

Galerie 3 (2nd Floor)

Engineering, Mathematics and Computer Science

Presiding: **Damion Dixon**, Postdoctoral Research Associate,
Texas A&M University

Galerie 1-2 (2nd Floor)

Health Sciences

Presiding: **Shanquela Williams**, Assistant Professor of Public
Health, Edward Waters University

Balcony L (4th Floor)

Other Fields

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

Balcony K (4th Floor)

Physical Sciences

Presiding: **Elizabeth Tonsel-White**, Postdoctoral Researcher,
University of Mississippi

Balcony M (4th Floor)

Psychology

Presiding: **Chelsie Burchett**, Postdoctoral Scholar, Stanford University

Galerie 5 (2nd Floor)

Recruiters and Guests

Galerie 6 (2nd Floor)

Social Sciences

Presiding: **Alexander Patrick-Rolando**, Director of DEI and
Residential Faculty, Glendale Community College

Balcony J (4th Floor)

Saturday, Nov. 2, *continued*

8:30 - 9:30 a.m. **PLENARY SESSION: *All the Secrets of the Academy That No One Tells You, or How to Build a Faculty Career You Love*** **Grand Ballroom (3rd Floor)**

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

Plenary Speaker:

Marybeth Gasman, Samuel DeWitt Proctor Endowed Chair in Education and University Distinguished Professor, Rutgers University

9:30 - 10:15 a.m. **Networking Break and Recruiting Station Visits** **Preservation Hall (2nd Floor)**
Coffee Break sponsored by **Mississippi State University**

9:45 a.m. - 12:45 p.m. **Sloan Grantee Leadership Meeting** **Riverview (41st Floor)**
Presiding: **Lorelle Espinosa**, Program Director, Higher Education, Alfred P. Sloan Foundation

10:15 - 11:30 a.m. **CONCURRENT INTEREST SESSIONS**

AI and Shifting Expectations: How Teaching, Learning, and Tenure are Changing **Galerie 3 (2nd Floor)**

Presiding: **Tamicalah Owens**, Independent Researcher and Education Consultant

Presenter: **Wes Fondren**, Associate Dean, College of Graduate and Continuing Studies, Coastal Carolina University

Cultivating a Growth Mindset **Mardis Gras GH (3rd Floor)**

Presiding: **Natasha Satcher-Bell**, Professor of Physical Education and Athletic Training, University of West Alabama

Presenter: **Alexandra Abraham**, Cognitive Performance Specialist, U.S. Army Special Operations Command

From Surviving to Thriving: How to Develop a Graduate School Thrive Mindset **Galerie 6 (2nd Floor)**

Presiding: **Travis Smith**, Assistant Professor of Educational Leadership, Policy, and Law, Alabama State University

Presenter: **Nelson O. O. Zounlomè**, Founder and CEO, Liberate The Block

How to Build a Strong Mentoring Relationship with Your Faculty Mentor **Mardis Gras F (3rd Floor)**

Presiding: **Chelsea Jones**, Operations Research and Statistical Analyst, Army Materiel Command Analysis Group

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

Saturday, Nov. 2, *continued*

10:15 - 11:30 a.m. **CONCURRENT INTEREST SESSIONS (continued)**

Inspiration, Innovation, and Invention - Ideation to Reality **Galerie 1 (2nd Floor)**

Presiding: **Sybrina Atwaters**, Director, OMED: Educational Services, Georgia Institute of Technology

Presenter: **Karen Burg**, Vice President for Research, University of Georgia

Networking for Personal and Professional Development: Managing Your Future in a Social Networking World **Galerie 2 (2nd Floor)**

Presiding: **Janeen Perry-Campbell**, Director for Student and Educator Engagement, Wake County Public Schools, NC

Presenter: **Julia Hubbel**, CEO Walkabout Saga, The Hubbel Group Inc.

The Dynamics of Protection in Mentoring Relationships: Protective Hesitation and Defensiveness **Mardis Gras A-C (3rd Floor)**

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

Presenter: **Stacy Blake-Beard**, Clinical Professor, Tuck School of Business, Dartmouth College

What to Do After You Apply to Graduate School to Ensure Admission and Funding **Galerie 5 (2nd Floor)**

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

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

CV Reviews **Mardi Gras E (3rd Floor)**

Faculty Recruiting Station Visits **Preservation Hall (2nd Floor)**

11:45 a.m. - 1 p.m. **CONCURRENT INTEREST SESSIONS**

Creating Safer Spaces in STEM: Failure-Centered Pedagogy as a Tool for Inclusive Teaching **Galerie 1 (2nd Floor)**

Presiding: **Jessica Gadsden**, Academic Instructor, CoreCivic

Presenter: **Melody Kelley**, Associate Professor of Chemistry, Georgia State University Perimeter College

Developing your Curriculum Vitae **Galerie 3 (2nd Floor)**

Presiding: **Elizabeth Tonsel-White**, Postdoctoral Research Associate, University of Mississippi

Presenter: **Ali Gordon**, Professor and Associate Dean for Graduate Affairs, University of Central Florida

Saturday, Nov. 2, *continued*

11:45 a.m. - 1 p.m. **CONCURRENT INTEREST SESSIONS (continued)**

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

Mardis Gras F (3rd Floor)

Presiding: **Marianne Madias**, Postdoctoral Scholar,
University of California, San Diego

Presenters: **David Rivera**, Associate Professor of Counselor
Education, Queens College, City University of New York

Landing Your First Job in Academia

Galerie 6 (2nd Floor)

Presiding: **Travis Smith**, Assistant Professor of Educational
Leadership, Policy and Law, Alabama State University

Presenters: **Kofi Lomotey**, Distinguished Professor,
Western Carolina University

***Personal Branding and Public Scholarship for
Graduate Students and Early Career Researchers***

Mardis Gras A-C (3rd Floor)

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

Presenters:

Ijeoma Kola, Executive Director, Cohort Sistas

Dakotah Tyler, PhD Candidate in Astrophysics,
University of California, Los Angeles

Presenting Research Effectively

Mardis Gras GH (3rd Floor)

Presiding: **Oge Nwandu-Vincent**, Assistant Director, Monarch
Humanities Internship Academy, Old Dominion University

Presenters:

Tammy McCoy, Assistant Director for TA Development and
Future Faculty Initiatives, Georgia Institute of Technology

Colleen McLinn, Associate Dean for Professional Development,
Cornell University

Tips for Writing Grant Proposals

Galerie 5 (2nd Floor)

Presiding: **Janeen Perry-Campbell**, Director for Student and
Educator Engagement, Wake County Public Schools, NC

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

What is Your Faculty Career Fit?

Galerie 2 (2nd Floor)

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

Presenters:

Alvin Schexnider, President, Schexnider and Associates, LLC

Omari Swinton, Associate Professor and Chair, Economics
Department, Howard University

Saturday, Nov. 2, *continued*

11:45 a.m. - 1 p.m.	CONCURRENT INTEREST SESSIONS (continued)	
	<i>CV Reviews</i>	Mardis Gras E (3rd Floor)
	Faculty Recruiting Station Visits	Preservation Hall (2nd Floor)
1 - 2:30 p.m.	LUNCHEON AND AWARDS PROGRAM	Grand Ballroom (3rd Floor)
	<i>Presiding: Ansley Abraham</i> , Director, SREB-State Doctoral Scholars Program	
2:30 - 3 p.m.	Networking Break and Recruiting Station Visits	Preservation Hall (2nd Floor)
	Coffee Break sponsored by Southern Illinois University Edwardsville	
3 - 4 p.m.	GROUP PHOTOS	
9 p.m. - 12 a.m.	<i>Laissez Les Bon Temps Rouler!</i> RECEPTION	Acadia (3rd Floor)
	As they say in N'awlins: <i>Let the Good Times Roll!</i> Dance the night away at this dessert reception with DJ B-Sharp! Sponsored by Texas Christian University	

Sunday, Nov. 3

8:30 - 9:30 a.m.	Last Call with New SREB Scholars	Galerie 3 (2nd Floor)
	<i>Presiding: Ansley Abraham</i> , Director, SREB-State Doctoral Scholars Program	
	<i>Presenter: Tiffany Harrison</i> , Program Specialist, SREB-State Doctoral Scholars Program	
9:45 - 11:30 a.m.	BRUNCH AND CLOSING SESSION:	Grand Ballroom (3rd Floor)
	<i>Achieving Personal Greatness</i>	
	<i>Presiding: Tiffany Harrison</i> , Program Specialist, SREB-State Doctoral Scholars Program	
	<i>Presenter: Calvin Mackie</i> , Founder and CEO, STEM NOLA	

Alfred P. Sloan Foundation Scholars Program Agenda

2024 Institute for Teaching and Mentoring

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

Thursday, Oct. 31

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| 9 a.m. - 5 p.m. | Sloan Scholars Mentoring Network Academic Job Market and New Faculty Bootcamp
<i>Presiding: Veronica Zepeda</i> , Program Director,
Sloan Scholars Mentoring Network | Galerie 1 (2nd Floor) |
| 1 - 5 p.m. | Sloan Career Exploration Lunch and Networking Event
<i>Presiding: Carmen Sidbury</i> , Senior Director of Research
and Strategic Partnerships, NACME Inc. | Mardi Gras D (3rd Floor) |
| 5:30 - 6:30 p.m. | Orientation for First Time Sloan Scholar Attendees
<i>Presiding: Bernard Batson</i> , UCEM Program Director,
University of South Florida
<i>Presenters:</i>
Ritchie Hernandez, Ph.D. , University of California, San Diego
Michael West, Ph.D. , Massachusetts Institute of Technology
Victoria Sharp, Ph.D. , Pennsylvania State University | Mardi Gras G-H (3rd Floor) |
| 5:30 - 6:30 p.m. | SSMN Orientation for Sloan Previous Attendees and Graduated Scholars
<i>Topic:</i> The Work of the Sloan Scholar Mentoring Network
<i>Presiding: Veronica Zepeda</i> , Program Director,
Sloan Scholars Mentoring Network | Galerie 2 (2nd Floor) |
| 5:30 - 6:30 p.m. | Sloan Grantee Leadership Meet & Greet
<i>(For Sloan Grantee Leadership in the UCEM, SIGP and SCSC Programs)</i>
<i>Presiding: Lorelle Espinosa</i> , Program Director,
Higher Education | St. Charles (41st Floor) |
| 6:45 - 8:30 p.m. | Alfred P. Sloan Foundation Welcome Reception for Sloan Scholars and Sloan Grantee Leadership
<i>Presiding: Lorelle Espinosa</i> , Program Director,
Higher Education | Riverview (41st Floor) |

Friday, Nov. 1

7:30 - 8:30 a.m.	Sloan Scholars and Grantee Leadership Breakfast	Galerie 5-6 (2nd Floor)
8:45 - 10:15 a.m.	OPENING PLENARY: <i>Marching Forward Together to Advance Education</i> <i>Presiders:</i> Ansley Abraham , Director, SREB-State Doctoral Scholars Program Stephen Pruitt , President, Southern Regional Education Board <i>Plenary Speaker:</i> Kim Hunter Reed , Commissioner of Higher Education, Louisiana Board of Regents <i>Presenters:</i> Elsa Carmago , Assistant Professor of Educational Leadership and Policy Studies, University of Texas at Arlington Jessye Talley , Assistant Professor, Industrial and Systems Engineering, Morgan State University	Grand Ballroom (3rd Floor)
10:15 - 11 a.m.	Networking Break and Recruiting Station Visits Coffee Break sponsored by Indiana University, Indianapolis	Preservation Hall (2nd Floor)
10:45 a.m. - 5:15 p.m.	Sloan Grantee Leadership Meeting <i>Presiding: Lorelle Espinosa</i> , Program Director, Higher Education	Riverview (41st Floor)
11 a.m. - 12:15 p.m.	Sloan Scholars are invited to attend the Concurrent Sessions	See ITM 2024 app
12 - 1 p.m.	Sloan Grantee Leadership Lunch	Riverview (41st Floor)
12:30 - 2 p.m.	LUNCH AND KEYNOTE PANEL <i>Uplift and Empower: Addressing the Visible and Invisible Labor of Minority Women Leaders in Academia</i> <i>Presiding: Tiffany Harrison</i> , Program Specialist, SREB-State Doctoral Scholars Program <i>Panelists:</i> Suzanne Ortega , President, Council of Graduate Schools Kecia Thomas , Dean of the College of Arts and Sciences, University of Alabama at Birmingham Tia Dumas , Associate Vice President for Strategic Alliances, Clemson University	Grand Ballroom (3rd Floor)
2 - 2:45 p.m.	Networking Break and Recruiting Station Visits Coffee Break sponsored by University of Mississippi	Preservation Hall (2nd Floor)

Friday, Nov. 1, *continued*

- 2:45 - 4 p.m. **Sloan Scholars are invited to attend the Concurrent Sessions** See ITM 2024 app
- 4 - 5:30 p.m. **Networking Break and Recruiting Station Visits** Preservation Hall (2nd Floor)
- 5:30 - 7:30 p.m. **INSTITUTE GRADUATES' AWARD BANQUET DINNER** Grand Ballroom (3rd Floor)
Presiding: Curtis Byrd, CEO & Co-Founder, Academic Pipeline Project

Saturday, Nov. 2

- 7 - 8:30 a.m. **CHALK TALKS AND NETWORKING BREAKFASTS BY DISCIPLINE** See ITM 2024 app
Biological Sciences – Mardi Gras D (3rd Floor)
Engineering, Computer Sciences & Mathematics – Galerie 1-2 (2nd Floor)
Physical Sciences – Balcony M (4th Floor)
Health Sciences – Balcony L (4th Floor)
Education & Humanities – Galerie 3 (2nd Floor)
Psychology – Galerie 5 (2nd Floor)
Social Sciences – Balcony J (4th Floor)
Other Fields – Balcony K (4th Floor)
- 8:30 - 9:30 a.m. **PLENARY SESSION: *All the Secrets of the Academy That No One Tells You, or How to Build a Faculty Career You Love*** Grand Ballroom (3rd Floor)
Presiding: Tiffany Harrison, Program Specialist, SREB-State Doctoral Scholars Program
Plenary Speaker: Marybeth Gasman, Samuel DeWitt Proctor Endowed Chair in Education and University Distinguished Professor, Rutgers University
- 9:30 - 10:15 a.m. **Networking Break and Recruiting Station Visits** Preservation Hall (2nd Floor)
Coffee Break sponsored by **Mississippi State University**
- 9:45 a.m. - 12:45 p.m. **Sloan Grantee Leadership Meeting** Riverview (41st Floor)
Presiding: Lorelle Espinosa, Program Director, Higher Education
- 10:15 a.m. - 1 p.m. **Sloan Scholars are invited to attend the Concurrent Sessions** See ITM 2024 app
- 1 - 2:30 p.m. **LUNCHEON AND AWARDS PROGRAM** Grand Ballroom (3rd Floor)
Presiding: Ansley Abraham, Director, SREB-State Doctoral Scholars Program

Saturday, Nov. 2, *continued*

- 2:30 - 3 p.m. **Networking Break and Recruiting Station Visits** **Preservation Hall (2nd Floor)**
Coffee Break sponsored by
Southern Illinois University Edwardsville
- 3 - 4 p.m. **GROUP PHOTOS** **See ITM 2024 app**
- 6 - 9 p.m. **Scholars, UCEM and SIGP Leadership – dinner on your own**
- 9 p.m. -12 a.m. ***Laissez Les Bon Temps Rouler!* RECEPTION** **Acadia (3rd Floor)**
As they say in N’awlins: *Let the Good Times Roll!*
Dance the night away at this dessert reception with DJ B-Sharp!
Sponsored by **Texas Christian University**

Sunday, Nov. 3

- 9:45 - 11:30 a.m. **BRUNCH AND CLOSING SESSION:** **Grand Ballroom (3rd Floor)**
Achieving Personal Greatness
Presiding: **Tiffany Harrison**, Program Specialist,
SREB-State Doctoral Scholars Program
Presenter: **Calvin Mackie**, Founder and CEO, STEM NOLA