2021 AGEP Student Success Conference Speaker Lineup

Leading through Change and Becoming a Change-Agent
Greetings Colleagues,

The AGEP Student Success Conference will be held on Friday November 5-Saturday November 6, 2021 and features interactive tracks that explore different stages of the Ph.D. journey and faculty career development including starting with applying into graduate school.

This activity is a great opportunity for undergraduate students nearing the graduate school application process, graduate students and post-docs at all levels of their respective careers as well as faculty looking to advance their mentoring skills. This is also a great opportunity for individuals hoping to apply for employment in academia. The Conference will be held virtually. Enclosed are the biographies of the preliminary list of speakers. For more information, please visit [https://grad.msu.edu/AGEP/conference](https://grad.msu.edu/AGEP/conference) or call the MSU AGEP Program Director, Steven Thomas at 517-432-3268.
Friday Plenary Sessions
12:30 PM-1:30 PM ET

Culturally-Responsive Mentoring
This workshop will focus on skills on how to build a research team and current research trends around mentoring. This event will be valuable for any graduate student, post-doc, faculty member or community leader interested in developing their skills in cultural sensitivity as well as the creation of inclusive environments and work teams.

Randall J. Roper: Indiana University-Purdue University Indianapolis
Dr. Randall Roper is an Associate Professor of Biology and Director of the IUPUI Graduate Mentoring Center at Indiana University-Purdue University Indianapolis. As the inaugural Director of the IUPUI Graduate Mentoring Center, he organizes monthly programs for faculty, staff and students to improve mentoring. During the past three years, the Center has concentrated on Culturally Aware Mentoring. The goal of his laboratory research is to find how genes in three copies lead to skeletal and cognitive deficits in individuals with Down syndrome. His laboratory is composed of outstanding graduate and undergraduate students that concentrate their studies on skeletal and neurological traits associated with Trisomy 21. He enjoys training and mentoring the next generation of scientists. In his free time, he enjoys spending time with his wife and four daughters as well as training for and running marathons.

Etta Ward: Harris Indiana University-Purdue University Indianapolis
Dr. Etta Ward has led research and faculty development operations in the IUPUI Office of the Vice Chancellor for Research for over 19 years. As the Assistant Vice Chancellor for Research Development, her primary role is to advance the IUPUI research mission through faculty research and professional development. In addition, she promotes effective mentoring as a strategy for personal and professional success, which has been central to many efforts and grown well beyond the boundaries of academia. As a National Research Mentoring Network (NRMN) certified facilitator for mentor training, Ward has built a body of work around effective mentorship—especially, targeting underrepresented populations. She promotes competency-based and culturally-aware mentoring strategies that bolster inclusive mentoring cultures. Ward views this work as her professional calling, with potential to impact mentoring generations into the future. She values opportunities to pay-it-forward by sharing her insights and passion with diverse audiences from all career stages, disciplines, and professions.
Friday Plenary Sessions 4:00 PM-5:00 PM ET

The Biology of Memory: Impacts on Teaching and Studying

This presentation will discuss skills on how to students and instructors modify study and teaching techniques based on current neuroscience research.

Carmel Martin-Fairey: Harris Stowe State University

Dr. Carmel Martin-Fairey is a native Midwesterner hailing from Cleveland, Ohio. Currently she is an Assistant Professor of Biology in the Life Sciences Department at Harris Stowe State University. Her overarching research interests are centered around understanding the neural underpinnings of cognition as informed by the intrauterine environment. Her long-term research interest lies in the role of circadian rhythms in behavioral and physiological processes that facilitate and modulate cognition and reproductive health. The focus of her current work is to determine how environmental and genetic gestational chronodisruption effect fetal cognition and maternal health.

She came to St. Louis as a postdoctoral scholar at Washington University working on a collaborative project between the Departments of Obstetrics/Gynecology and Biology. This project investigated the neural underpinnings of the link between disruptions of sleep wake patterns and preterm birth. An alumna of the illustrious Tuskegee University, she earned dual degrees in both Animal and Poultry Science and Business with a minor in the Sciences. She continued her studies and earned a Masters in Zoology with a minor in Biotechnology at North Carolina State University where she investigated the endocrine active properties of dietary constituents and how they affect pubertal behavior and mammary gland development.

While pursuing her Masters, Dr. Fairey became interested in how the brain can be changed by diet and how these changes can influence behavior and physiology. This interest resulted in her receiving a doctorate in Behavioral Neuroscience at Michigan State University (MSU). In 2014 Dr. Fairey became the first African American to earn a doctoral degree in the field of Neuroscience at MSU. While at MSU, Dr. Fairey was inducted as a Neuroscholar by the Society for Neuroscience. She also served as the graduate student representative on the Society for Neuroendocrinology and became a King Chavez Parks Future Faculty Fellow.
Saturday Morning Sessions

Graduate School Expectations:

This panel will discuss how a student can prepare a competitive application and how they can leverage their undergraduate experiences as well as how to avoid common mistakes during the first years of graduate school.

Atiera Coleman: Beloit College

Dr. Atiera Coleman’s work uses mixed-methods approaches to examine current and historical discriminatory practices that impact institutional equity. Her expertise stems from years of programmatic work within departments of equity and inclusion, research detailing the inequities within education systems, and the retrospective examination of how these practices have impacted the educational experiences of marginalized groups. She received her Master’s and Doctorate in Sociology from the University of Wisconsin-Milwaukee. Dr. Coleman is currently the Associate Dean for Student Success, Equity, and Community at Beloit College. Her diverse experiences include assessment and evaluation work with non-profits, grant writing and overseeing federal and NSF grants, and consulting with organizations on their diverse equity needs.

Darryl Murray: National Institute of Health

Dr. Murray is a native of Birmingham, Alabama. He attended Alabama State University in Montgomery Alabama, where he earned a bachelor’s degree in biology and a master’s degree in microbiology. Subsequently, he earned a Ph.D. in biology from the Johns Hopkins University in Baltimore, Maryland. During the past thirty-four years, Dr. Murray has served in many different training and professional capacities at the National Institutes of Health (NIH), initiating his career in 1986 as a Laboratory Technician. After completing graduate school as an NIH Graduate Partnership Program recipient, he continued at the NIH, conducting his postdoctoral training in the Laboratory of Genetics at the National Institute on Aging (NIA). As a postdoctoral fellow, his research involved the characterization of chromatin remodeling complexes and their role in gene regulation. In 2005, he became the NIA Intramural Research Program’s (IRP) Associate Training Director and Recruitment Specialist. In this capacity, he designed and implemented training and career development initiatives for all NIA trainees, along with conducting recruitment activities for postdoc trainees and tenure track scientists. In addition, he was also an adjunct faculty member at the University of Maryland Global Campus, where he taught courses in general biology and cancer biology. Currently, Dr. Murray is the Director of the NIH Undergraduate Scholarship Program (UGSP). The NIH UGSP targets students from disadvantaged backgrounds, who commit to biomedical, behavioral and social science research. Dr. Murray has a passion for education and sharing his knowledge in the sciences with students and trainees interested in science-related careers. He also serves as a mentor to many undergraduate, graduate and professional school students participating in NIH training programs, along with the NIH Undergraduate Scholarship Program awardees. He also enjoys spending time with family, friends and his dog Pepper. His hobbies include spending time outdoors running, biking, and camping.
Graduate School Expectations (cont.):

**Ariana Balayan: UMass Chan Medical School**
Dr. Ariana Balayan is the Assistant Dean of Admissions and Recruiting in the Morningside Graduate School of Biomedical Sciences at UMass Chan Medical School in Worcester, MA. She is responsible for admissions and recruitment strategy and practice while collaborating with faculty to grow the biomedical doctoral programs. In graduate enrollment management for more than a decade, she holds a Doctorate in Higher Education Leadership from Nova Southeastern University and is published in multiple peer-reviewed journals. She sits on The Association for Graduate Enrollment Management’s (NAGAP) Professional Development Committee, is Past President of NEGAP, NAGAP’s New England Chapter, and has presented at numerous national and regional conferences.

**Strategies for Navigating the Dissertation:** 10:45 AM-11:45 AM ET
This seminar will focus on how to make the dissertation writing process smooth and will address issues such as negotiating with faculty committees, and making progress despite the demands of the doctoral educational process. Though this seminar is ideally suited to graduate students who have entered or are about to enter the dissertation process, graduate students at other stages of their programs will get valuable information about academic writing in general and anticipated experiences with the dissertation.

**Rickey A. Caldwell Jr: Merrimack College**
Dr. Rickey A. Caldwell Jr received his B.S Mechanical Engineering (1999), M.S. Mechanical Engineering (2011), and Ph.D. Mechanical Engineering (2016) from Michigan State University located in East Lansing, Michigan. While at Michigan State University Dr. Caldwell held a graduate assistantship (GA) in the Diversity Programs Office within the College of Engineering. He was active in MSU AGEP and other programs. Dr. Caldwell has been employed in the automotive industry as a consultant and at various federally funded research and development centers (ffrdc) including Johns Hopkins University’s Applied Physics Laboratory and The MITRE Corporation. Currently, Professor Caldwell is a tenure-track Assistant Professor of Mechanical Engineering at Merrimack College in North Andover, Massachusetts. Professor Caldwell has applied to and has been awarded several grants. Most recently he and his team were awarded a 1 million-dollar NSF S-STEM grant.
Strategies for Navigating the Dissertation (cont.):

**CharMaine Hines:** Wayne County Community College District

Dr. CharMaine Hines, has amassed over twenty-six years of service in post-secondary higher education, holding progressive levels of leadership at both (R1) and (R3) public and private universities and community college(s) in the state. A King/Chavez/Parks Faculty Fellow (1994 and 2006), and prior leadership as a Faculty Project Director for Undergraduate Research (UROP) projects at the University of Michigan-Ann Arbor, she currently serves as District Vice Chancellor for Academic Accountability and Policy at Wayne County Community College District, a comprehensive, multi-campus urban/suburban institution of education in Southeast Michigan.

Deeply committed to student access, success and achievement, CharMaine holds an appointment as a Member of the Association of Community College’s (AACC) Commission on Public Relations Advocacy and Advancement American, Reviewer, Peer Reviewer for the Higher Learning Commission’s (HLC) North Central accrediting Peer Reviewer Corps., and serves on many non-profit boards including a nationally accredited state secondary/post-secondary career and technical business education association.

A highly regarded regional and national presenter on a range of topics pertaining to academia, leadership and communication, she embraces a teaching and learning centered philosophy as a conduit to “engage, inspire and empower students through transformative learning”. CharMaine holds Doctorate of Education in Community College Leadership from Kansas State University, who is inspired to live by the quote “When you learn, teach. When you get, give” (Maya Angelou).

**Theda Gibbs:** Ohio University

Dr. Theda Gibbs Grey is an assistant professor of literacy in the department of teacher education in the Patton College of Education at Ohio University. With over 19 years of experience as an educator, she is committed to ensuring that classroom spaces are sites of justice, equity and honor all students’ humanity. Through her teaching at the undergraduate and graduate level, she supports pre-service and in service teachers in creating culturally-sustaining, literacy-focused pedagogical practices. She extends her teaching to pre-college programs where she supports the writing development of first-generation students preparing for college. Her research allows her to lift up the literacies of Black Students, honoring their humanity, identity and history. Dr. Gibbs Grey is also committed to community-based partnership and has created literacy-based for Girls of Color and family literacy nights within local school districts. Through her Spencer-funded research, she co-created a yearlong support system for Black Girls, their parents, teachers and school administrators to address the adverse effects of inequitable school discipline.
Social Media Branding Techniques:  
This panel will discuss how audience members can communicate their research and professional advancement to broader audiences using social media.

Alexis Kerr: Hallmark Cards, Inc.  
Alexis Kerr is Vice President – Mahogany Brand Leader for Hallmark Cards, Inc. In her role, Alexis oversees Hallmark’s Mahogany brand, a brand that provides culturally relevant, engaging social expression experiences for Black consumers, serving as a beacon for what is most beloved and valued about Black culture. Alexis is accountable for evolving Mahogany into a unique business, driving all aspects of what the brand’s consumers see and experience. expanding the brand into new spaces, deepening our relationships with existing customers, and attracting new and diverse audiences. Alexis has more than two decades of experience in driving business growth for leading consumer brands. Just prior to joining Hallmark, she served as head of multicultural marketing for Cadillac, where she grew the multicultural brand presence by 40 percent and consistently increased sales and market growth. While at Cadillac, Alexis also worked as head of operations for BOOK by Cadillac, a first-ever vehicle subscription service that she launched to two new large markets, increasing the US footprint and customer base by 45%. Prior to her work at Cadillac, Alexis worked as retail experience and customer loyalty manager for General Motors, where she led the development and implementation of the retail experience strategy across nine countries and two languages in the Middle East market. Alexis earned her bachelor’s degree in computer science from Kent State University and an MBA from Central Michigan University.

Katrenia Reed Hughes: IUPUI and Passion 2 Purpose, LLC  
Dr. Hughes, known by her students and clients as “Dr. K”, has a Doctor of Psychology (Psy.D) from Indiana State University, and an MBA in Leadership from Butler University. Katrenia’s life mission is to help others put their Passion to Purpose. Her consulting firm, Passion 2 Purpose, LLC - provides STEM program evaluation, executive coaching, team development, performance assessment, and strategic planning offerings. Dr. Hughes has had the honor of being invited to deliver keynotes on a variety of topics in her areas of expertise. In her most recent corporate role, she was an Enterprise Learning & Development Partner at OneAmerica in Indianapolis. She has over a decade of experience teaching college students and 10 years working in corporate Organizational Development. While at Indiana State University, Katrenia had an opportunity to teach undergraduate psychology courses such as Abnormal Psychology and Human Sexuality - serving as the Human Sexuality course coordinator, Katrenia led a team of graduate teaching fellows. Results of her passion for teaching was recognized with an Educational Excellence Award in the College of Arts and Sciences, at Indiana State University.
Social Media Branding Techniques (cont.):

**Jamal Watson: Trinity Washington University**
Up until recently, Dr. Jamal Watson was the executive editor of Diverse: Issues In Higher Education, where he also served as a senior staff writer and editor-at-large for the publication. He is currently a consultant and contributor to Diverse and has joined the faculty at Trinity Washington University in the nation’s capital as a professor and director of the Graduate Program in Strategic Communication and Public Relations. Dr. Watson is a graduate of Georgetown University; and received a Master’s degree in Journalism from Columbia University’s Graduate School of Journalism. He earned a Ph.D. in Afro-American Studies from the University of Massachusetts, Amherst. An expert on media and higher education issues, Dr. Watson is a sought-after speaker and commentator on issues related to diversity, equity and inclusion.

**John Hill: Network Catalyst**
John is the Network Catalyst for a company that dreams big, global and accelerates the growth of tech companies. Techstars is a mentorship driven seed stage investment program. To date, hundreds of companies have gone through the Techstars accelerator, and John is charged with supporting and growing a global network of tech entrepreneurs, mentors and investors who surround them and the Techstars team. As a speaker, John often implores others to have the audacity to “Dream Big”! Hill traded one passion for another which led him to leave Michigan State University to become the Higher Education Evangelist at LinkedIn. And, then one more time moving from LinkedIn to become the Network Catalyst for Techstars. Hill believes “changing the world” can be more than hyperbole. Building relationships and connecting people with opportunity are at his core, and he relies heavily on online and offline networks to facilitate each.
Developing Community Engaged Research with Global Impact
During this session, panelists will discuss strategies to build community-based research, communicate broader impact, and how to create international collaborations.

10:45 AM-11:45 AM ET

Kamahra Ewing: University of Kentucky
Dr. Dr. Kamahra Ewing is an Assistant Professor in the Department of English and the African American and Africana Studies Program at the University of Kentucky. Previously, she taught as a senior lecturer in the Irvin D. Reid Honors College at Wayne State University. During her summer, she works as faculty in the Comprehensive Studies Program at the University of Michigan, where she has taught for four years. She received her academic training at Michigan State University, with a Ph.D. in African American and African Studies, M.A. in American Studies, and B.A. in both Social Relations and Spanish. Cultural studies at MSU led her to travel abroad in Merida, Mexico; Quito, Ecuador; and Granada, Spain as an undergraduate. As a graduate researcher in American Studies, she received a Japanese government scholarship to explore African Diaspora representations within Japanese media. She received numerous grants to support her research, such as the Ruth Simms Hamilton TIAA-CREF Graduate Merit Fellowship, the Tinker Field Pre-dissertation Research Grant, the National Science Foundation - Alliances for Graduate Education and Professoriate (NSF-AGEP) Scholar Award, and the King Chavez Parks (KCP) Future Faculty Fellowship (FFF). Her teaching and research interests include: Africana Studies, Media/Film Studies, Cultural Studies, Ethnography, and Public Policy. Her current book project and articles examine Nollywood audience reception in Brazil, Jamaica, and the United Kingdom.

Miles McNall: Michigan State University
Miles McNall, Ph.D., is Director for Community Engaged Research in the Office of Public Engagement and Scholarship at Michigan State University. Miles offers a variety of supports to faculty staff and students for CES, including assistance in the development of academic-community partnerships, educational and professional development opportunities on the theory and practice of CES, and support in developing broader impacts plans and evaluations for NSF proposals. In addition, Miles is the lead organizer for the Innovations in Collaborative Modeling conference and Participatory Modeling Field School at Michigan State University.

Miles has 24 years of experience with the evaluation of health and human service programs and 16 years of experience supporting faculty, staff and students in their community engaged scholarship (CES). Miles has conducted evaluations of a wide variety of interventions including HIV/AIDS prevention and care programs, comprehensive community initiatives, school-based health centers, intensive home-based treatment services for children with severe emotional disturbances, and systems change initiatives in early childhood and youth mental health systems. Miles is the President of the Michigan Association for Evaluation.
Leadership and Promotion Strategies
During this session, panelists will discuss how to balance research/teaching duties with administration responsibilities as well as how to leverage professional development opportunities after tenure.

Gina Sánchez Gibau:
Indiana University Purdue University Indianapolis
Dr. Gina Sánchez Gibau is Associate Vice Chancellor for Faculty Diversity and Inclusion and Associate Professor of Anthropology in the IU School of Liberal Arts at Indiana University Purdue University Indianapolis. She earned a Ph.D. in Anthropology from the University of Texas at Austin, specializing in the African Diaspora. Her research interests include racial and ethnic identity development, multicultural pedagogy, and professional development and advancement of underrepresented groups in higher education. She conducted fieldwork on identity formation among Cape Verdeans in Boston, MA. For her efforts to study and promote diversity on campus, she was recognized by the IUPUI Black Student Union with the Dr. Martin Luther King Jr. “Advocate the Dream” Award in 2008. She is a 2013 alumna of the Higher Education Resources Services (HERS) Bryn Mawr Leadership Institute. In 2015, she received an IUPUI Outstanding Women Faculty Leadership Award and in 2017, she participated in the IU Executive Leadership Institute. In her current role, Gibau is responsible for providing strategic vision to academic units in support of their efforts to attract, recruit, retain, and advance a more diverse faculty at IUPUI. She works collaboratively with deans and chairs as well as with the Graduate School to enhance the pathways toward diversifying the faculty and promoting inclusive excellence at IUPUI. She is the current co-director of the IUPUI Next Generation 2.0 program, a leadership and professional development initiative for women and underrepresented faculty and staff. She is also Co-PI on an ADVANCE adaptation grant, Project EPIC and the IUPUI Team Lead for the APLU Aspire Alliance IChange Network initiative.

Marendra Wilson-Pham: Rush University
Dr. Marendra Wilson-Pham, earned her BS in Biology at Dillard University in 2002 and her PhD in Microbiology and Molecular Genetics at The University of Texas Graduate School of Biomedical Sciences in 2007. Following her graduate education, she completed two postdoctoral fellowships at MD Anderson Cancer Center and Baylor College of Medicine. Dr. Wilson-Pham then joined the MD Anderson UTHealth Graduate School (GSBS) in 2013 to assist in improving the recruitment and retention rates of underrepresented minority students through implementation of retention and bilateral recruitment programming. As the Assistant Dean of Diversity and Alumni Affairs, she was responsible for strategic planning and implementation of diversity and recruitment programs, management and support of student organizations, and alumni engagement and programming. Dr. Wilson-Pham’s works on graduate recruitment and retention, and the impact of the GRE on holistic review and admissions during her time at the GSBS is published in CBE Life Sciences Education. Currently, Dr. Wilson-Pham is Assistant Professor and Associate Dean at Rush University Graduate College with a purview over academic affairs, curriculum, and admissions.
Leadership and Promotion Strategies (cont.):

**Pero G. Dagbovie: Michigan State University**

Pero Gaglo Dagbovie is University Distinguished Professor in the Department of History and Associate Dean in the Graduate School at Michigan State University. A member of the university’s Diversity, Equity and Inclusion Steering Committee and Strategic Planning Steering Committee as well as the College of Social Science Dean’s Advisory Board for Diversity and Inclusion, much of his work focuses on planning and implementing the Graduate School’s goals related to diversity and inclusion. He is the author of six books and his most recent book, Reclaiming the Black Past: The Use and Misuse of African American History in the Twenty-First Century, was published by Verso Books in November of 2018. A lifetime member of the Association for the Study of African American Life and History, he is the Editor of The Journal of African American History, the oldest and leading journal devoted to scholarship on African American history. Active in public history, he served as a scholar consultant for the permanent exhibit, “And Still We Rise: Our Journey through African American History and Culture,” at the Charles H. Wright Museum of African American History in Detroit, Michigan. He has participated in and lead numerous “teaching history” workshops and summer institutes for secondary school history teachers supported by the U.S. Department of Education, the Michigan Department of Education, and the National Endowment for the Humanities. Dr. Dagbovie actively mentors graduate students and in the past dozen years, he has served as the advisor of more than 15 graduate students who have earned doctoral degrees and are now working in academia. During the 2018-2019 academic year, he was a member of the Michigan State University Presidential Search Committee and was a Fellow in the Big Ten Alliance Academic Leadership Program. He is currently the Michigan State University National Steering Committee representative for the Edward A. Bouchet Graduate Honor Society that was founded at Yale University.
Keynote Speaker for Saturday Afternoon  12:00 PM-1:20 PM ET  
Leading through Change and Becoming a Change-Agent

Levi Thompson: University of Delaware
Dr. Levi T. Thompson has served as Dean of the College of Engineering and Elizabeth Inez Kelley Professor of Chemical Engineering at the University of Delaware since October 2018. In his role as dean, he leads a community of nearly 3,500 students, more than 300 faculty and staff, seven departments and more than a dozen research centers with an operating budget that exceeds $100M. Guided by its recently established strategic plan, Growth for Impact, UD Engineering is expanding its ability to address this world’s most vexing challenges.

Before joining the faculty at UD, Thompson was the Richard Balzhiser Professor of Chemical Engineering and Professor of Mechanical Engineering at the University of Michigan, and served as Associate Dean for Undergraduate Education, Director of the Hydrogen Energy Technology Laboratory and Director of the Michigan-Louis Stokes Alliance for Minority Participation.

Thompson’s scholarly research focuses on nanoscale materials for catalytic and energy storage applications, and he is author/co-author on more than 150 publications and is co-inventor on more than 10 patents.

Thompson is an elected member of the National Academy of Engineering and a Fellow of the American Institute of Chemical Engineers (AIChE). He is also recipient of awards including a 2006 Michiganian of the Year Award for his research, entrepreneurship, and teaching, National Science Foundation Presidential Young Investigator Award, McBride Distinguished Lectureship, Union Carbide Innovation Recognition Award, and Dow Chemical Good Teaching Award.

Thompson serves on the Department of Energy’s Hydrogen and Fuel Cell Technical Advisory Committee (HTAC), the Editorial Committee for Annual Review of Chemical and Biomolecular Engineering, and several college and departmental advisory committees across the United States. He served on the AIChE Board of Directors from 2014 to 2016 and was a consulting editor for the AIChE Journal. He also has served on the Chemical Sciences Roundtable and the Board on Army Science and Technology for the National Academies of Sciences, Engineering and Medicine as well as the Engineering Directorate External Advisory Committee and Standing Committee on Chemical Demilitarization for the National Science Foundation.

In addition to his academic leadership, Thompson is co-founder and founding CEO of T/J Technologies, a developer of nanomaterials for advanced batteries; the company was acquired by A123 Systems in 2006, three years before their successful initial public offering. He also co-founded Inmatech to commercialize low cost, high energy density supercapacitors for automotive and military applications. Thompson is active in the community, having served on the Board of Trustees for the Ann Arbor Area Community Foundation and the African American Endowment Fund, and currently serving as a member of the Brighter Horizon Foundation Board.

Thompson earned his B.ChE. from the University of Delaware, and he holds M.S.E. degrees in Chemical Engineering and Nuclear Engineering and a Ph.D. in Chemical Engineering from the University of Michigan. He and his wife Maria, an experienced entrepreneur, are parents to two daughters.
Saturday Afternoon Sessions
2:50 PM-4:00 PM ET

Persistence & Financial Planning for Graduate School
This panel will cover psycho-social factors (e.g. mentorship, TA growing pains, networking, mental health, etc.) and financial concerns (e.g. funding, budgeting, insurance, etc.) that influence the success of students.

Ami Iceman-Haueter: MSU Federal Credit Union
Ami Iceman-Haueter is the Assistant Vice President of Research and Digital Experience at MSU Federal Credit Union. Iceman-Haueter specializes in research, communications, and the creation of engaging digital experiences. Iceman-Haueter graduated from Michigan State University with her bachelor’s degree in Advertising, specializing in Public Relations, and was part of the first “graduating” classes for the New Media Driver's License program. She actively attends conferences and specialized programming in the areas of Digital Experience and Customer Experience to expand her knowledge base and follow industry trends. Alongside the team at MSUFCU, Iceman-Haueter works to support the evolution of member experience practices within the organization.

Aja Burks: Transformative Mind Counseling LLC
Aja Burks, Ph. D., LMSW, the owner of Transformative Mind Counseling LLC., recently defended her dissertation entitled, A longitudinal exploration of the perception of ruptures and repairs in cross-racial supervision. Aja received her Ph. D. in Counselor Education and Supervision from Wayne State University and received her master’s degree in clinical social work from Michigan State University. In her group practice, she strives to make the lives better for individuals with anxiety, depression and those who have experienced childhood trauma. Aja has been a featured panelist at numerous conferences and workshops on the topic of mental health and trauma in the African American community. Aja is the co-chair of the Anti-Racist practice in CES subcommittee of ACES Diversity and Inclusion Interest Group and is actively involved in the Association for Multicultural Counseling and Development (AMCD). Aja’s research interests include anti-racism pedagogy and practices in counseling education and supervision, race-based stress and trauma impact on client care, and culturally responsive and inclusive supervision. Aja’s passion is purely in teaching, research and creating a space to have dialog on race and cultural issues, in counseling and on campuses.
Isola Brown: University of Michigan
Dr. Isola Brown is the Associate Director of the Masters in Physiology Program at the University of Michigan, where she develops program curricula and advises pre-health professional students. In these roles, Dr. Brown supports students academically, personally, and professionally. Dr. Brown’s academic interests include developing wellness and mentoring strategies for students and supporting the recruitment and retention of underrepresented students in higher education.

Dr. Brown received Bachelor of Arts degrees in Chemistry and Biochemistry from the University of Pennsylvania and her PhD in Pharmacology/Toxicology and Environmental Toxicology from Michigan State University. She completed a postdoctoral research fellowship in the Robert M. Berne Cardiovascular Research Center at the University of Virginia where she was funded by the National Institutes of Health and the Ford Foundation. Dr. Brown is an MSU-AGEP alumna where she served on the Steering Committee and was Associate Editor of the Fall 2016 MSU AGEP Science Today Bulletin.
Academic Job Search
This workshop will cover how a graduate student or post-doc should approach searching, applying, interviewing and negotiating faculty positions.

Dr. Pamela Martin is a Professor in the Department of Psychology and African American Studies Program at the University of South Carolina. Prior to returning to her alma mater, she served as the Associate Dean in the College of Juvenile Justice and Interim Department Head in the Psychology Department at Prairie View A&M University (PVAMU). Before coming to PVAMU, she served for two years as the Chair in the Department of Psychology at North Carolina Central University (NCCU). At NCCU, she instituted the department’s branding message and the use of social media to help the department’s green efforts. She also increased the number of undergraduate and graduate students participating in research. Starting her academic career at North Carolina State University, she was the first African American female tenured in the Department of Psychology in 2009. For her outreach efforts in the Raleigh-Durham areas in 2008, Dr. Martin was inducted into the Academy of Outstanding Faculty Engaged in Extension and Engagement at NC State University. She holds a B.S. in Psychology from the University of South Carolina, an M.A. in Psychology from North Carolina Central University, and a Ph.D. in Ecological/Community Psychology and Urban Studies from Michigan State University. After completing her graduate training, Dr. Martin was a National Science Foundation Postdoctoral Fellow at the Programs for Research on Black Americans at the Institute for Social Research at the University of Michigan. Influenced by ecological theory, Dr. Martin is interested in examining the person-environmental fit between social institutions such as churches and behavioral outcomes. More specifically, her research investigates the role of theology in shaping the daily experiences of African Americans. Dr. Martin seamlessly integrates her extension and engagement efforts with her teaching and research. Not only does she engage in extension outreach activities herself, but she also teaches students to do so, and inspires them to continue in that tradition after graduation.

Richard Whittington: Tuskegee University
Dr. Richard Whittington (Assistant Biology Department Head, Minority Association of PreHealth Students Co-Adviser, Ocean Exploration Club Co-Adviser, Biology Club Co-Adviser, Director of the Office of Undergraduate Research, and Biology Faculty at Tuskegee University) is a college professor of biology, talented photographer, and has been coordinator of several enrichment programs for young people. He obtained his academic success by attending the historic Tuskegee University (BS and MS Degrees) and Auburn University (PhD). His scientific knowledge grew while conducting research with the United States Department of Agriculture. During the COVID-19 Pandemic, Dr. Richard Whittington coordinated a cancer research training program virtually for K12 (GROW CELLS), undergraduate (CRISP), and graduate students (SCREP) at Tuskegee University as part of a cancer research partnership program between Tuskegee University, Morehouse School of Medicine, and University of Alabama-Birmingham.
**Academic Job Search continued:**

**CharMaine Hines: Wayne County Community College District**

Dr. CharMaine Hines, has amassed over twenty-six years of service in post-secondary higher education, holding progressive levels of leadership at both (R1) and (R3) public and private universities and community college(s) in the state. A King/Chavez/Parks Faculty Fellow (1994 and 2006), and prior leadership as a Faculty Project Director for Undergraduate Research (UROP) projects at the University of Michigan-Ann Arbor, she currently serves as District Vice Chancellor for Academic Accountability and Policy at Wayne County Community College District, a comprehensive, multi-campus urban/suburban institution of education in Southeast Michigan.

Deeply committed to student access, success and achievement, CharMaine holds an appointment as a Member of the Association of Community College’s (AACC) Commission on Public Relations Advocacy and Advancement American, Reviewer, Peer Reviewer for the Higher Learning Commission’s (HLC) North Central accrediting Peer Reviewer Corps., and serves on many non-profit boards including a nationally accredited state secondary/post-secondary career and technical business education association.

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Leveraging Academia-Industry Partnership through Tech Transfer
This panel discussion will be an introduction to different aspects of faculty entrepreneurship. Topics for discussion will include technology transfer, commercialization of academic research, and consulting. **2:50 PM-4:00 PM ET**

**Zachary Valdez: National Institute of Standards**
Dr. Zack Valdez coordinates and convenes education and workforce policy with the Office of Advanced Manufacturing at the National Institute of Standards and Technology. Zack has extensive knowledge in increasing equity in STEM from learning, teaching, implementation, and execution. He came to Washington D.C. in 2017, after finishing his Ph.D. at Baylor University in Biofuel Sustainability, to work as a Congressional Science and Technology Policy Fellow in the U.S. Senate Energy and Natural Resources (SENR) Committee. He has since worked on community science and STEM education with an equity lens at various non-profits and now utilizes his experiences to increase the awareness, access, and opportunities for all people to engage with STEM.

His work with Manufacturing USA allows him to align academia, government, and industry to develop innovative technologies that will increase public health, economic stability, and national safety. Manufacturing USA institutes promote the development of mid-technical readiness level technologies and processes to reshope American innovation in manufacturing from cell cultures to cyber security.

**Sarah Gretter: Apple Developer Academy**
Dr. Sarah Gretter is the Lead of the Apple Developer Academy in Detroit and uses design strategies for organizational impact in higher education. In her previous role as Associate Director at the Hub for Innovation in Learning and Technology at Michigan State University, she led large-scale, campus-wide change projects. She is also co-author of the upcoming book Design for Change in Higher Education published with John Hopkins University. Her background is in educational psychology and educational technology, with a strong anchor in the humanities.
Leveraging Academia-Industry Partnership through Tech Transfer (cont’d)

**Elianne Rodriguez: CalStateLA and LA SBDC Network**

Elianne Rodriguez is a serial entrepreneur with 15yrs of experience in small businesses, education and tech. Elianne believes entrepreneurship and technology are great disruptors to build accessible and equitable ecosystems. Elianne fosters community and designs culturally competent programming to connect diverse talent to opportunities that reflect the intersectionality of Los Angeles across racial, socioeconomic, gender, education, sexuality, and immigration status.

Elianne is currently LEEAP’s Technical Assistance Director at CalStateLA, a Managing Partner at LIST Ventures and a Strategic Advisor for the LA SBDC Network where she supports tech startups, small businesses and community projects at large. Her collaborative work and commitment to recruit teams of diverse advisors and operators, has led to a successful launch of 20+ initiatives to serve communities of color. Through these initiatives she has served 5,000+ clients, launched 100+ businesses, and supported 12,000+ jobs. In her work, 200+ entrepreneurs have accessed over $40,000,000 in capital while growing program diversity 10% year over year, 80% referral rate, and 70% programmatic retention rate. Elianne serves on several advisory boards of grassroots organizations, small business collaboratives, educational institutions and tech advocacy groups.

**Jennifer Carter-Johnson: Michigan State University**

Dr. Carter-Johnson focuses her interests on intellectual property law and policy. She combines her scientific and legal training to investigate issues at the intersection of biological research and the law. Carter-Johnson was a visiting faculty fellow at Washington University School of Law in St. Louis, Missouri, from 2008 until she joined Michigan State University College of Law in fall 2010. Prior to that, she practiced law in Seattle, Washington, specializing in intellectual property licensing and representation of biotechnology companies. Professor Carter-Johnson graduated with highest honors from Union University with a B.S. in mathematics and biology. She then received her law degree with honors from the University of Michigan Law School, where she was an articles editor and symposium coordinator of the Michigan Law Review. She earned her Ph.D. in microbiology from the University of Virginia, where her research concentrated on immune system development. A member of the Washington State Bar, she is registered to practice before the U.S. Patent and Trademark Office. Carter-Johnson's publications include "The Shifting Landscape of Patent Licensing," BioPharm International (2007); "Lack of the Trosine Phosphatase SHP-1 Causes an Enrichment of CD4+CD25+ Regulatory T Cells," The Journal of Immunology (2005); "Cutting Edge: Dependence of TCR Antagonism on Src Homology 2 Domain-containing Protein Tyrosine Phosphatase Activity," The Journal of Immunology (2003); and “The Tyrosine Phosphatase SHP-1 Influences Thymocyte Development by Setting TCR Signaling Thresholds,” International Immunology (1999).
Grant Writing Success Tips
During this session, panelists will cover how to identify Request for Proposals (RFPs), build effective grant-writing teams, and communication with grant program directors.

Alexandra Thomas: Rush University
Dr. Alexandra Thomas received her B.A. in Biology and Chemistry from St. Olaf College and her Ph.D. in Cancer Biology from Northwestern University. As a graduate student, she was awarded the NIH Ruth L. Kirschstein National Research Service Award (F31) award to investigate targeted therapeutics for triple negative breast cancer in the laboratory of Dr. Jacqueline Jeruss. As a postdoctoral researcher at the University of Illinois at Chicago, she continued to explore targeted therapies in the context of colon cancer metastasis and pancreatitis with Dr. Barbara Jung. Dr. Thomas contributed to multiple Research (RO1) applications as well as Training (T) and Career Development (K) awards in addition to writing manuscripts and book chapters on gastrointestinal cancers. Currently, Dr. Thomas is an assistant professor at Rush University Graduate College. She is the designated Grant Educator and works to help students identify appropriate funding sources and apply for grants and fellowships. She teaches Introduction to Grantsmanship and runs various science communication workshops.

Allen Linton II: Associated Colleges of the Midwest
Allen Linton II is the Director of Diversity and Inclusion Initiatives for the Associated Colleges of the Midwest. Allen works to manage and execute all aspects of the Mellon-funded Faculty and Undergraduate Fellows Program for a Diverse Professoriate, while also coordinating with ACM staff and campus-based colleagues to ensure that all current and future ACM programs promote equity and inclusion for students, faculty, and staff. He is currently a doctoral candidate in political science (concentrating on American politics) at the University of Chicago.
Saturday Closing Remarks & Awards
4:20 PM-6:30 PM ET

Closing remarks will be made by Dr. Kelly Mack and MSU AGEP Program Director, Steven D. Thomas. Best presenter awards will be given at this time. This is a great opportunity to connect with recruiters and listen to our live performance by La Shaun ‘Phoenix’ Moore and other musical guests.

**Kelly Mack: Association of American Colleges and Universities**

Dr. Kelly Mack is the Vice President for Undergraduate STEM Education and Executive Director of Project Kaleidoscope at the Association of American Colleges and Universities (AAC&U). In this capacity, Dr. Mack provides leadership for the organization’s mission level commitments to quality and inclusion through the delivery of world class professional development aimed at empowering our nation’s finest STEM faculty to competitively train and educate more STEM students. Prior to joining AAC&U, Dr. Mack was the Senior Program Director for the National Science Foundation ADVANCE Program while on loan from the University of Maryland Eastern Shore where, as a Professor of Biology, she taught courses in Physiology and Endocrinology for 17 years. Recognized as a national thought leader in higher education, Dr. Mack’s work has been highlighted in Diverse Magazine and U.S. News and World Report. Currently, she is an advisor to several institutional transformation initiatives at NSF-funded ADVANCE institutions, as well as other national STEM reform collaboratives. She is also co-founder and chair of the board of the Society of STEM Women of Color, Inc., and has served as member of numerous board and national committees. Dr. Mack earned the BS degree in Biology from the University of Maryland Eastern Shore and, later, the PhD from Howard University in Physiology. Most recently, her research efforts have examined STEM leadership development and the impact of mindfulness on STEM faculty self-efficacy.

**La Shaun ‘Phoenix’ Moore: Detroit Symphony Orchestra**

La Shaun Phoenix Moore is a Detroit-based vocalist, spoken word artist, activist, culture creator and wife. Moore’s work is infused with her love for the city of Detroit, hip-hop, social justice and love of mankind. As a spoken-word poet and poetry host, Moore has had the wonderful opportunity to share stages with many national and local acts including The Last Poets, Saul Williams, Jamaal May, Franny Choi, Nandi Comer, Tommye Blount and Natasha T. Miller. She was the five-year host of the ByteThis Poetry Series. Moore sat on the Executive Council for Poetry Slam, Incorporated and served as the Event Coordinator of the national poetry slam events Women of the World Poetry Slam and Individual World Poetry Slam. Since 2018, Moore has coached the InsideOut Detroit Youth Poetry Slam and Performance Troupe Teams. Moore currently curates a spoken word and music event with the Detroit Symphony Orchestra and is working on her first memoir exploring the complexities of her relationship with her mother.
The Alliances for Graduate Education and the Professoriate (AGEP) is a National Science Foundation program that supports recruitment, retention, and graduation of underrepresented U.S. minorities in doctoral programs of the natural and social sciences, mathematics, and engineering. Undergraduates, graduate students, post-docs, and faculty who participate in building the AGEP Community at MSU rise to meet the challenge of Diversity, Equity & Inclusion at U.S. colleges and universities, by nurturing and developing world-class STEM and Social, Behavioral and Economic sciences faculty members who fully reflect the diversity in race, gender, culture and intellectual talent of the U.S. population.

National Need

The United States faces a growing demand for a highly educated science and engineering workforce. The annual number of Black, Hispanic, and American Indian citizens earning a PhD must quadruple in order to contribute the science and engineering talent necessary for the U.S. to become self-reliant.

AGEP at Michigan State University – Impact

The MSU AGEP Learning Community represents 75% of doctoral students at MSU who are Black, Hispanic or American Indian citizens that in NSF sponsored departments. Ninety percent of the MSU AGEP Community graduate student participants complete an advanced degree. Over the past 10 years, the MSU AGEP Community has grown from six graduate students in 2006 and faculty to over 250 participants annually with over 400 alumni nation-wide.

The MSU AGEP Learning Community began with support from NSF, and AGEP has become a self-sustaining component of the matrix of graduate student support provided by the MSU Graduate School. A cross-disciplinary MSU AGEP Learning Community of graduate students and faculty meets monthly; discusses active research by participants using everyday language; and considers current topics of regional and national importance for public policy. At MSU, AGEP is a proven strategy for diverse recruitment, retention, and persistence in graduate education. The AGEP Student Success Conference hosted by MSU is cross-disciplinary experience, full of scientists, engineers, social scientists, policy makers and community leaders and students.

For more information, visit us at:
MSU AGEP website: https://grad.msu.edu/agep
MSU AGEP Program Director: Steven Thomas, deshawn@msu.edu

Any opinions, findings, and conclusions or recommendations expressed in this material are those of the individual presenters and do not necessarily reflect the views of the National Science Foundation.