



MSU AGEP: MSU's premier graduate education learning community for diversity, equity and inclusion



MSU GRADUATE
SCHOOL

2023 AGEP Student Success Conference Speaker Lineup

*Generating Knowledge to Improve Local
Communities and the Global Economy*

MICHIGAN STATE
UNIVERSITY

Greeting Colleagues,

The AGEP Student Success Conference will be held on Thursday, November 9- Saturday November 11, 2023 and features interactive tracks that explore different stages of the graduate student journey and advanced 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 postdocs at all levels of their respective careers as well as faculty looking to develop their mentoring skills. This is also a wonderful chance for individuals hoping to apply for employment. The Conference will be held as a hybrid event. Enclosed are the biographies of the preliminary list of speakers. For more information, please visit <https://grad.msu.edu/AGEP/conference> or call the MSU AGEP Program Director, Steven Thomas at 517-432-3268.



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Thursday Plenary Sessions (Nov 9)

Social Media Branding Techniques 11:00 AM-12:15 PM ET

This panel will discuss how audience members can communicate their research and professional advancement to broader audiences using social media.



Terah J. Fox: LinkedIn

Terah Fox is a Group Manager, Employee Communications at LinkedIn, where she leads internal communications for the company's Global Talent Organization. During her 18-year career as a communications professional, Terah has partnered with leaders across several industries and business functions to build communications strategies for enterprise initiatives, executive communications, employee engagement and community relations. Terah's work is industry agnostic, including time in tech, consumer-packaged goods, utilities, finance, food & beverage, and business consulting. Before her role at LinkedIn, Terah led employee communications for the HR, IT and Supply Chain functions at food and snacks giant, Conagra Brands. She also managed field-force

communications and media relations for the multinational gas and electric company, National Grid. Prior to that role, Terah spent time at international public relations and communications agency, Fleishman Hillard, where she served as an inaugural member of the agency's Diversity Counsel. Terah's work has been recognized by the International Association of Business Communicators (IABC), the Association of Marketing and Communications Professionals, and others. She holds an MA in Organizational Communication from the University of Missouri - St. Louis and a BA in Interdisciplinary Studies from the University of Missouri-Columbia. A Kansas City, MO native, Terah spent time in St. Louis, MO, and Ithaca, NY before settling in Omaha, NE.



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.

How to Maximize your Summer Internship



Nia Martin: Michigan State University

Nia Martin. is a recent graduate from North Carolina Cent where he earned his bachelor's degree in organizational leadership with a minor in sociology Cum Laude. Currently, Cedric is pursuing his master's degree at Michigan State University in human resources and labor relations.

Nia Martin is currently a dual-enrolled student. She is in the inaugural Packaging MS 3+2 Program, a groundbreaking collaboration between North Carolina Central University (NCCU) and Michigan State University (MSU). This unique program allows

her to combine my undergraduate education and research interests through the exploration of a packaging degree. Prior to starting the 3+2 Program at MSU, She participated in the MSU Summer Research Opportunities Program (SROP) where she completed research under the supervision of Dr. Eva Almenar. The research focused on sustainable packaging.



Cedric Evans Jr.: Michigan State University

Cedric Evans Jr. is a recent graduate from Northern Kentucky University where he earned his bachelor's degree in organizational leadership with a minor in sociology Cum Laude. Currently, Cedric is pursuing his master's degree at Michigan State University in human resources and labor relations. He also serves as a program assistant for the summer research opportunity program (SROP) and The Alliances for Graduate Education and the Professoriate (AGEP) programs at Michigan State University. Cedric has conducted research projects around young men of color and their pursuit of higher education and

exploring identity threat and critical race theory in the state of Florida.

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.



Pamela Martin: University of South Carolina

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.

Getting Involved in Science Policy Careers 11:00 AM-12:15 PM ET

This seminar will focus on skills on how to explore science policy careers at different levels of government including local, state, and federal.



Sheril Kirshenbaum: Michigan State University

Sheril Kirshenbaum is an Emmy Award-winning scientist and author working to enhance public understanding of science and improve communication between scientists, policymakers, and the public. She hosts *Serving Up Science* at PBS and her books include *Unscientific America* with Chris Mooney and *The Science of Kissing*. Sheril has been a Presidential Leadership Scholar, a Marshall Memorial Fellow, a Congressional science fellow, and a Next Generation Fellow. She has hosted blogs with *Scientific American*, *Wired*, and *Discover Magazines*, as well as the NPR podcast, *Serving Up Science*. Her research focuses on how senior congressional staffers make decisions about science and policy.

This workshop will cover how a graduate student or postdoc should approach searching, applying, interviewing, and negotiating faculty positions.



CharMaine Y. Hines: Wayne County Community College District

Dr. CharMaine Y. Hines, 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.

She has presented internationally as; Breaking the Glass Bamboo Ceiling: Voices of Women of Color Community College CEOs (Honolulu, HI, 2022) and Partnership Building Between U.S. Community Colleges and Chinese Vocational Colleges (Beijing, China, 2015). Scholarly publications include; Hines, C.Y. (2022). Voices of community college Generation X and Millennial CEOs: perceptions of underrepresentation. Journal of Applied

Research in the Community College, 29(1), 33-49; Hines, C (2022). The Diversity and Equity Imperatives: Leakage in the Presidential Pipeline. Great Leadership: Strategies for Leading High Performing Community Colleges, Su'2022. and Gen X and Millennial community college leaders offer the leadership of the future. Diverse Issues in Higher Education. October 28, 2021. CharMaine holds a Doctorate of Education in Community College Leadership from Kansas State University (KSU), with distinction as KSU's nominee for the 2022 College of Graduate School/ProQuest Distinguished Dissertation Award for Social Sciences



Melissa Haswell: Delta College

Her primary responsibilities as Associate Dean are to support academic management and operations of the Science and Mathematics Divisions and support the Academic Deans in furthering the academic mission and direction of the College to help ensure student success in degree completion, successful transfer to a university, and/or entry-level job employment or career advancement. From 2008-2021, Melissa was a full-time faculty member in the science department at Davenport University (Michigan). She has 17 years of experience in STEM education that emphasizes case-based teaching, the incorporation of authentic research experiences in undergraduate biology courses and social justice in STEM education. Melissa is also a Higher Education Ambassador for HHMI BioInteractive (2017-present), President of the Association of College and University Biology Educators (ACUBE), a member of working groups 5&6

of Accelerating System Change Network (ASCN) and is involved with the Kirtland Warbler Census for the US Fish and Wildlife Service. Past research projects have included winter bird-feeder use of the White-breasted Nuthatch and dominance hierarchy in Black-capped Chickadees, nesting and reproductive behavior of Eastern Bluebirds, House Wrens, and Tree Swallows, and work as a research assistant/technician on the Tittabawassee River Ecological Risk Assessment with Michigan State University. Melissa received her Bachelor of Science degree in biology from Alma College and completed two master's degrees (Health Promotion and Conservation Biology), as well as her Ph.D. in Educational Leadership with an emphasis in biology education from Central Michigan University.



Regan Moore: Bennett College

Dr. Moore is an Assistant Professor of Biology at Bennett College in Greensboro, NC. She obtained her B.S. in Biological Science from Ohio University where she completed 3.5 years of undergraduate research on cell migration and the regulation of the actin cytoskeleton by Cdc42 and other small GTPases. She completed her PhD in Dan Kiehart's lab in 2018, where her dissertation used super-resolution microscopy techniques including structured illumination and lattice light sheet microscopy. She wanted to understand the actomyosin dynamics of during *Drosophila* dorsal closure, a model for spina bifida and cleft palate birth defects. She then transitioned to Wesley Legant's lab at UNC Chapel Hill where she helped build a lattice light sheet microscope and establish compatible microfluidic devices for long-term imaging and super resolution techniques including DNA PAINT. She has been full-time at Bennett College for two years where she teaches introductory biology,

developmental biology, evolution, human biology, histology, biotechnology, and senior seminar.



Premkumar Saganti: Prairie View A&M University

As a Texas A&M University Regents Professor, Dr. Saganti's prominent recent accomplishments at PVAMU (2003-present) through CRI/RaISE (\$ 8M) and DOE/NASA (\$ 8M) include the establishment of the first TAMU Chancellor's Research Initiative (CRI) as Radiation Institute for Science and Engineering (RaISE) at PVAMU. As a Senior Scientist at NASA Johnson Space Center (1990-2003) through Lockheed Martin - supported more than 50 Space Shuttle missions from MIR through ISS including Hubble Space Telescope repair missions and Space Shuttle Columbia Accident Investigation in 2003. Received several NASA achievement awards and accolades including the prestigious and very rare "Topflight" award from Lockheed Martin in 2003. He is currently serving as Associate Editor for prestigious Astronomy and Radiation

Journals. Dr. Saganti serves as a Guest Scientist conducted experiments for over 25+ years at national laboratories. He completed his bachelor's degree in physics and mathematics from Andhra Christian College. He also has a master's degree in electrooptics from the University of Houston. He earned his doctorate degree in Physics from Andhra University.

How to Become a Super Scholar

12:30 PM-2:00 PM ET

This panel will discuss the benefits of getting an advanced degree and attending graduate school.

This session will also cover issues of imposter syndrome and time management.

Travis C. Smith: Auburn University



Dr. Travis C. Smith (Dr. Tee) earned a Ph.D. in Educational Leadership in Higher Education at Clemson University. His research agenda is centered in Black student involvement, and graduate Students of Color. Some of his previous work utilizes a variety of methodological qualitative approaches such as phenomenology, photo-elicitation, photovoice, and critical participatory action research. Dr. Tee's work can be found in the Journal of Student Affairs in Africa, The Bulletin, The Journal of Ethnographic and Qualitative Research, and The Journal of Student Affairs. Dr. Tee is currently an Assistant Professor of Higher Education Administration at Auburn University. Travis has received multiple accolades and awards. He has received two City of Lafayette Proclamations, a UCEA Jackson Scholar Award, an SREB Doctoral Scholar Fellowship, and 2021 Diversity and Inclusion Award for the College of Education at the University of Florida.

Ashley H. Sanderlin: North Carolina A&T University



Dr. Sanderlin is a passionate researcher who investigates modifiable risk factors and early interventions for Alzheimer's disease. She was the first African American to attain a Ph.D. in Neuroscience from Michigan State University. As an Assistant Professor in Biology at NC A&T State University, Dr. Sanderlin serves as the site Principal Investigator of the North Carolina Brain Health Registry and lead faculty in the Center for Outreach in Alzheimer's Aging and Community Health (COAACH), which is the nation's most prominent outreach and education centers focused primarily on the impact of Alzheimer's on African Americans and their caregivers. Prior to her position at NCAT, Dr. Sanderlin was a postdoctoral fellow at Wake Forest Baptist Health. She received her bachelor's degree in biology from Bowling Green State University. She is

also an alum of the MSU AGEP program.

Jamell Dacon: Morgan State University



Dr. Dacon is an Assistant Professor in the Department of Computer Science at Morgan State University as of September 2023, and also a Collaborator and affiliate Faculty member of both the Center for Equitable Artificial Intelligence and Machine Learning Systems (CEAMLS) and the Institute for Trustworthy AI in Law and Society (TRAILS). He earned his Ph.D. degree in Computer Science from Michigan State University (MSU) in 2023 and was acknowledged as the 2nd Black Ph.D. student that graduated in the history of the Department of Computer Science and Engineering. During his time at MSU, he was supported by both an MSU UEF and NSF GRFP. Dr. Dacon conducts research that spans the areas of Trustworthy AI, Natural Language Processing, Computational Social Science, and Interdisciplinary Data Science. Specifically, he focuses on empirically methods to conceptualize, examine, and mitigate socioethical implications (e.g., bias, stereotypes, and representational harms) of innovative AI technology by highlighting its negative social impacts. Dr. Dacon is also an alum of the MSU SROP

and MSU AGEF programs. He received his bachelor's degree from Medgar Evers College in mathematics and computer science.

These faculty research discussions will be a series of quick Tedtalk presentations.



Ashley H. Sanderlin: North Carolina A&T University

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also an alum of the MSU AGEP program.



Candice Young: Bennett College

Dr. Young an Assistant Professor of Biology at Bennett College, an all-women's HBCU in Greensboro, North Carolina. She also serves in professorship positions at other colleges in the area. She has an undergraduate degree in biology with a concentration in biomedical sciences from Averett University in Danville, Virginia, and a master's degree with a concentration in computational biology from North Carolina A&T State University, in Greensboro, North Carolina. Her PhD studies are in biology with a concentration in bioinformatics and cancer biology at NCA&T (ABD) and she is also a public health doctoral candidate at Walden University with a focus on adverse pregnancy outcomes in African American women following parasitic infection. At Bennett College, Young also contributes as the principal investigator in the Microbiology and Data Analytics laboratory, in which undergraduate students undergo intensive laboratory research training to encourage minority women involvement in STEM. Young's extensive teaching load includes Zoology, Cell Biology, Immunology, Ecology, Genetics,

Microbiology, Concepts in Biology, Writing in Biology, Anatomy and Physiology, and the associated labs.



Premkumar Saganti: Prairie View A&M University

As a Texas A&M University Regents Professor, Dr. Saganti's prominent recent accomplishments at PVAMU (2003–present) through CRI/RaISE (\$ 8M) and DOE/NASA (\$ 8M) include the establishment of the first TAMU Chancellor's Research Initiative (CRI) as Radiation Institute for Science and Engineering (RaISE) at PVAMU. As a Senior Scientist at NASA Johnson Space Center (1990-2003) through Lockheed Martin - supported more than 50 Space Shuttle missions from MIR through ISS including Hubble Space Telescope repair missions and Space Shuttle Columbia Accident Investigation in 2003. Received several NASA achievement awards and accolades including the prestigious and very rare "Topflight" award from Lockheed Martin in 2003. He is currently serving as Associate Editor for prestigious Astronomy and Radiation

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Abdul K. Mohammed: North Carolina Central University

Abdul K. Mohammed is currently a Professor and Chair of the Department of Chemistry & Biochemistry at North Carolina Central University, Durham, NC. Previously, he served as the Dean of the defunct College of Science and Technology at North Carolina Central University and before then as the Chair of the Department of Chemistry at Winston Salem State University, Winston-Salem, NC. Before that appointment, he was an Associate Professor at North Carolina A&T State University, Greensboro, NC. Dr. Mohammed began his academic career in August 1993 at North Carolina A&T State University after receiving his Ph.D. in inorganic chemistry from Louisiana State University in December 1991 and completing postdoctoral research at Florida State University from January 1992 to July 1993. He was a Fulbright Scholar at Sultan Qaboos University in Oman from 2003 to 2004; and he served as a Carnegie African Diaspora Fellow at the Federal University of Technology, Minna, Nigeria in the summers of 2017 and 2019. His research interests include semiconductor-assisted photodegradation of

organic and inorganic pollutants in water, photophysics, and photochemistry of transition metal complexes, and chemical education. He teaches general, inorganic, and environmental chemistry courses.



Caroline R. Szczepanski: Michigan State University

Caroline R. Szczepanski is an Assistant Professor at Michigan State University focusing on bio-inspired and biomimetic materials design. She earned her B.S. in Chemical Engineering from Lafayette College in 2009 and her M.S./Ph.D. in Chemical Engineering from the University of Colorado in 2014. After completing her PhD, she spent two years as a post-doctoral researcher at the Université Côte d'Azur (Nice, France) and two years as a Research Assistant Professor at Northwestern University. Caroline has been recognized as an emerging researcher and leader by AIChE (included in the 2022 AIChE Journal *Futures* issue and symposia) and the American Association of Dental & Craniofacial Research (AADOCR). Caroline's research team takes inspiration from natural materials with unique and intriguing properties (self-cleaning behavior, mechanical performance, etc.) and leverages polymer science and polymer engineering to recapitulate and expand upon intricate and complex natural designs. Caroline is also an advocate for inclusivity and diversity within engineering and STEM. She is

the upcoming chair (2024) for the Women in Chemical Engineering (WIC) community of AIChE, having served as the Fall Programming chair (2022) and Vice Chair (2023). As part of the WIC leadership, Caroline has significantly increased WIC-sponsored programming and events, particularly at the AIChE annual meeting. Caroline demonstrates a deep commitment to public outreach and education through local community events (e.g., hands-on workshops at *Introduce a Girl to Engineering* and *Spartan Girl Engineer Summer Camps*), where she educates attendees on the value of bio-inspired design in technical and engineering challenges.

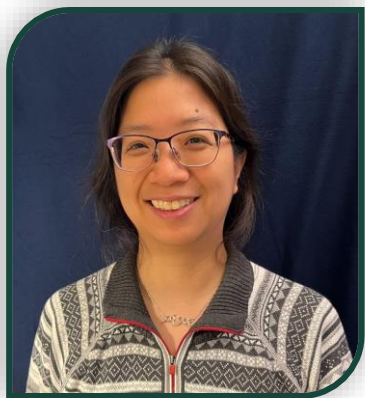


David Hickey: Michigan State University

Dr. David Hickey is an Assistant Professor in the Department of Chemical Engineering and Materials Science at Michigan State University. The Hickey Group is focused on molecular engineering at electrochemical interfaces for a variety of applications related to energy storage, catalysis, and biosensing. Their research aims to elucidate electrochemical mechanisms and understand molecular interactions at electrode interfaces. These interfaces are vital for the development of next-generation technologies to address global problems ranging from large-scale energy storage to the sequestration of greenhouse gases. Dr. Hickey received a PhD in Chemistry from the University of Oklahoma in 2014 under Daniel Glatzhofer and was a postdoctoral fellow with Shelley Minteer and Matthew Sigman at the University of Utah. Prior to arriving at MSU in 2019, Dr. Hickey was a Research Assistant Professor at the University of Utah. Dr. Hickey has authored or coauthored more than 70 publications, 5 book chapters, and holds 2 patents. His research has been featured on the covers of the Journal

of the American Chemical Society, ChemElectroChem, the Journal of Physical Chemistry B and the AIChE Journal, and it has been highlighted several times in Yahoo Finance, Chemical Engineering Progress (CEP), Chemical & Engineering News (C&EN) Magazines and dozens of local news outlets across the U.S. and around the world.

This panel will discuss various approaches to research including qualitative, quantitative and laboratory based. This discussion is a good opportunity for students for have not participated in research before or considering switching research projects for their next assignment.



Evangeline Su: University of Wisconsin-Madison

Evangeline Su is currently on the staff at the Wisconsin Center for Education Research at the University of Wisconsin -Madison. Evangeline previously held positions at Northwestern University working with student-athletes and undergraduates who are novices to research, facilitating discussions for STEM Circuits, advising the Association for Undergraduate Women in STEM, facilitating sessions on bystander intervention, while helping students to understand and unpack the hidden curriculum of how to navigate R1universities. From 2016-2021, she pioneered the use of inclusive and equity-focused peer mentorship to implement the CIMER Entering Research, Entering Mentoring, and Mentoring Up curricula to improve undergraduate research outcomes by creating a multi-tiered program to help students build self-efficacy, skills, and knowledge that aid them in discovering their interests and pursuing advanced research opportunities. Many students from that program have

gone on to win DAAD-RISE, NSF GRFP, Goldwater, NIH IRTA, and Marshall Scholarships/Fellowships. Alumni from this program have continued the work at their respective institutions all around the world. Evangeline has also worked in industry at Imbibe and Impossible Objects, the latter of which included co-invention of a Method and Apparatus for Automated Composite-Based Additive Manufacturing (patent 10,046,552 granted August 14, 2018). She earned a Ph.D. in physical chemistry for a novel UV Raman spectro-microscopy instrument for probing tribological interfaces and a M.S. in chemistry for inorganic synthesis of catalytic materials from Northwestern University.



Ashley H. Sanderlin: North Carolina A&T University

Dr. Sanderlin is a passionate researcher who investigates modifiable risk factors and early interventions for Alzheimer's disease. She was the first African American to attain a Ph.D. in Neuroscience from Michigan State University. As an Assistant Professor in Biology at NC A&T State University, Dr. Sanderlin serves as the site Principal Investigator of the North Carolina Brain Health Registry and lead faculty in the Center for Outreach in Alzheimer's Aging and Community Health (COACH), which is the nation's most prominent outreach and education centers focused primarily on the impact of Alzheimer's on African Americans and their caregivers. Prior to her position at NCAT, Dr. Sanderlin was a postdoctoral fellow at Wake Forest Baptist Health. She received her bachelor's degree in biology from Bowling Green State University. She is also an alum of the MSU AGEF program.



Charis Wahman: Michigan State University

Charis Lauren Wahman is an assistant professor of special education and a Board-Certified Behavior Analyst-Doctoral (BCBA-D). She is also affiliated faculty in School Psychology. Her research focuses on training early childhood teachers on evidence-based practices within the framework of Positive Behavior Supports (PBS) to stop suspension and expulsion of preschool children. She also examines the experiences of families whose children have significant social and emotional needs. Her research aims to understand the contextual factors that hinder or enhance a child's social and emotional development while improving the quality of school-based intervention services for young children and the relationship between schools and families. Her empirical and practitioner-oriented work has

been published in journals such as *Remedial and Special Education*, *Children and Youth Services Review*, *Education and Treatment of Children*, *Topics in Early Childhood Special Education*, *Psychology in the Schools*, *Early Childhood Education Journal*, *Young Children* and *Young and Exceptional Children*.

Enhancing Grant-Writing Skills & Identifying Untapped Resources

4:30 PM-5:30 PM ET

During this session, panelists will cover how to identify Request for Proposals (RFPs), build effective grant-writing teams, and communicate with grant program directors.



Ashley Johnson: The Kresge Foundation

Dr. Ashley Johnson is a Program Officer at The Kresge Foundation. Ashley supports the Education Program which funds student-focused postsecondary access and success efforts that remove barriers to postsecondary degrees for traditionally marginalized populations. Before joining the foundation in 2021, Ashley served as the founding Executive Director of Detroit College Access Network (DCAN) and the Director of the Detroit Promise, where she led Detroit's citywide college access network and worked to create equitable pathways for postsecondary access and success on behalf of Detroit students and families. With over 15 years of experience in K12 and higher education, she also held positions with the University of Michigan Wolverine Pathways program and as a high school teacher.

A native of Shelbyville, Tennessee, she earned a Ph.D. from Michigan State University in K-12 Education Administration with a specialization in Urban Education as well as a Bachelor of Arts in Biology and a Master of Arts in

Curriculum and Instruction from the University of Mississippi.



Farron McIntee: Dana Foundation

As a Dana Fellow in Neuroscience & Society, Farron McIntee, Ph.D., works closely with the NextGen program team. Farron is a translational neuroscience research scientist and higher education diversity, equity, and inclusion leader and educator. Prior to joining the Foundation, she served as the director of the Research Enrichment Core of the NIH-funded ReBUILDetroit Scholars Program at Wayne State University. In that role, she developed, implemented, and refined programmatic and institutional innovations that recruited and retained students into STEMM (Science, Technology, Engineering, Mathematics, and Medicine) and conducted program-related research. While at Wayne State, Farron also focused on promoting excellence and enhancing mentoring relationships at all career

stages. She has received training from the National Research Mentoring Network, Center for the Improvement of Mentored Experiences in Research, and Scientific Communication Advances Research Excellence. Farron completed her postdoctoral research in the division of geriatrics and nutritional sciences at Washington University School of Medicine in St. Louis. Her research focused on brain fatty acid metabolism and its role in behavior. She received her Bachelor's degree from Spelman College. Farron completed her Master of Science and Ph.D. at the Vilcek Institute of Graduate Biomedical Sciences at New York University.

Panelists will discuss various career options for life science students.



Olorunseun Ogunwobi: Michigan State University

Dr. Olorunseun Ogunwobi obtained a medical degree from the University of Ibadan, Nigeria, a master's degree in biomedicine from the University of Hull, United Kingdom, a master's degree in clinical and translational science from the University of Florida, Gainesville, USA, and a PhD in molecular medicine from the University of East Anglia, Norwich, United Kingdom. He is the Barnett Rosenberg Professor of Biochemistry and Molecular Biology and Chair of the Department of Biochemistry and Molecular Biology at Michigan State University. He will also be the Co-Director of the forthcoming Center for Cancer Health Equity Research (CCHER). Dr. Ogunwobi is a translational cancer biologist whose work focuses on molecular mechanisms of progression of solid organ cancers with established racial disparities. His laboratory has established novel circulating tumor cell models that are being used

progressively to elucidate molecular mechanisms underlying the role of circulating tumor cells in cancer metastasis. An author of 74 peer-reviewed journal articles and 2 book chapters, Dr. Ogunwobi has been issued 5 United States patents for biotechnology inventions with potential clinical applications in cancer, and he is a Co-Founder of NucleoBio, Inc, and UTR Therapeutics, Inc, two start-up biotechnology companies. In 2022, Dr. Ogunwobi became a recipient of the Hunter College Presidential Award for Excellence in Scholarship or Creative Activity. In 2023, he was selected as a Jefferson Science Fellow to the United States Agency for International Development (USAID), and as a Fellow of the Academy of Medicine Specialties of Nigeria.



Sheya Jones: Lawrence Livermore National Laboratory

Sheya Jones as a master's degree in microbiology, from Indiana University Bloomington, IN where she studied alpha virus replication. She currently works at the Lawrence Livermore National Laboratory as the senior biosafety officer. Mrs. Jones has worked in scientific research for over 17 years and have spent the past 13 years in Biological Safety. She was the assistant director of Biological Safety at Vanderbilt University Medical Center, Nashville TN, Assistant Biosafety Officer at University of Michigan, Ann Arbor MI, and Biosafety Officer at Indiana University Bloomington. She has also worked as an ADME (absorption, distribution, metabolism, and excretion) scientist at Eli Lilly Indianapolis, IN. Throughout her education she sought out ways to promote interest in STEM, specifically microbiology and have mentored undergraduate, graduate, and pre-med students in bench research. She firmly believes your life is a product of your mind set, opportunities and dedication to your personal goals. Despite

the circumstances of life, there are numerous examples of stumbling blocks being turned into stepping stones, success is a function of perspective.

Panelists will discuss various career options for social science students.



Trey Gonzalez: United States Air Force

Trey Gonzalez is a research psychologist in the Studies and Analysis Squadron in the United States Air Force. In this role, Trey is responsible for the design and development of applied studies to meet the needs of his stakeholders. Specifically, Trey has refined data collection tools and processes, conducted focus groups to update course curriculums, and conducted job analyses for numerous career fields in the Air Force. Prior to civilian service, Trey obtained his masters in Industrial and Organizational Psychology from Texas A&M University. He received his bachelors degree in psychology from St. Mary University. He is also a MSU SROP program alum.



Karlin Tichenor: Karlin J & Associates

Dr. Karlin James Tichenor believes in positively impacting the lives of others, namely marginalized communities, in social emotional and psychological wellness. He received his undergraduate degree from Denison University in Communication Arts with a minor in Psychology as a scholar-athlete. During his tenure at Denison University, he founded the Boys to Men Mentoring Program in a local school district as a partnership with the University. He received his Master of the Arts degree, with a specialization in Marriage and Family Therapy from Michigan State University and his doctorate in Human Development and Family Studies with a specialization in Couple and Family Therapy.

Dr. Tichenor is a clinical scholar and researcher. He has also worked with the FirstSchools Intervention which is a project focusing on diminishing the ethnic/racial achievement gap between majority and minority youth through the development of partnerships between program staff, families, and schools in the context of Michigan. As well, he is a two-term minority fellow through the American Association of Marriage and Family Therapy (AAMFT) and the Substance Abuse and Mental Health Services Administration (SAMHSA) Minority Fellowship Program, where he completed two quantitative studies on how at-risk minority males talk about themselves, their lives, and the influence of contextual factors on relationship maintenance for African American couples. He is also a King Chavez Parks (KCP) Future Faculty Fellow for the State of Michigan and Michigan State University.

Most recently in 2019, Dr. Tichenor embarked on a new mission within his hometown of Indianapolis. He was recently the Director of Social Emotional Health at the Indiana Youth Institute until 2021 and is now the founder and CEO of Karlin J & Associates consulting firm, an Adjunct Professor at Butler University, an Adjunct Professor at Abilene Christian University - Dallas, and the senior partner and co-founder of Family Links, a social services agency.

Renold JeanLouis: CDC Foundation

Renold JeanLouis is a Project Manager at the CDC Foundation, where he focuses on strengthening qualitative capacity and fostering collaboration in his jurisdiction of the state of Wisconsin health department. In this role, his primary mission is to amplify community voices through the interpretation of qualitative data. Additionally, he plays a key role in establishing an internal infrastructure that bolsters the organization's qualitative capacity. Before his current role, Renold spent two-years at the Ingham County Health Department as the Prevention Programs Coordinator. During this time, he concentrated his efforts on spearheading various prevention projects aimed at enhancing the overall health and well-being of the community. Prior to that, Renold served five years as the Health Coordinator for a migrant Head Start program. In this role he dedicated this time on ensuring all the children completed their routine health and dental requirements, contract negotiation, health policies, health training and compliance. He earned his Master of Public Health from Michigan State University, and he also holds a Master of Business Administration with a concentration in Health Care Management from West Texas A&M. He also completed his undergraduate degree in sociology from Michigan State University.

Career Panel for Engineering and Physical Sciences 4:30 PM-5:30 PM ET

Panelists will discuss various career options for students in the engineering and physical sciences.



Blair D. F. Singleton: Johns Hopkins University Applied Physics Laboratory

Blair D. F. Singleton is an electrical engineer who currently works at Johns Hopkins University Applied Physics Laboratory where she focuses on information processing of electromagnetic systems, and machine learning. Her portfolio of projects range from developing algorithms to enhance periscope detection, to improve classification of LPI (low-probability-of-intercept) radar signals and to design counter-UAV (unmanned aerial vehicles) systems. She is a proud graduate of Morgan State University (B.S. in Electrical Engineering, summa cum laude) and Michigan State University (M.S. Electrical Engineering). While in graduate school, she was a Sloan Scholar, NSF (National Science Foundation) Fellow, as well as a GEM (the National Consortium for graduate degrees for Minorities in Engineering and Science, Inc.) Fellow. She is passionate about supporting diversity and inclusivity in STEM fields. Her support is primarily in the form of volunteering with programs that target preparing, and sustaining youth interested in pursuing STEM

related fields. Blair has had the privilege to serve as a teacher and mentor to students in Michigan and Maryland, as well as Rwanda.



Michael Sanderson: Pfizer

Michael Sanderson is a member of the Lumbee Tribe of NC. He is serving as the Treasurer for the Native American Alumni Network and is a graduate of Chemical and Biomolecular Engineering from North Carolina State University and currently enrolled in the Masters of Engineering Management program at NCSU. He works as a Manufacturing Automation Engineer at Pfizer and part time as a Realtor®. He also serves on the Young Alumni Advisory Board at NCSU's College of Engineering and as the Vice President of the NC AISES Professional Chapter.



Tyler Huff: Northrop Grumman

Tyler Huff is a Space Systems Engineer for Northrop Grumman working as a software architect servicing the United States Air Force. He is also professionally known as 2nd Lt Huff of the United States Army Reserves, Signal Corps as a Retransmission, Platoon Leader. Outside of work, he organizes a small business that provides nutritional products and luxury getaways for people who want to provide more quality in their life experiences. Before launching his career, he gained a B.S. degree in Food Science and Technology and M.S Eng in Systems and Material Engineering from Alabama A&M University; and certification in Model-Based Systems Engineering from the California Institute of Technology. Tyler Huff is an active member of Alpha Phi Alpha Fraternity Incorporated. His accolades include Soldier Leader of the Cycle of Charlie Co. 1-13 at Fort Jackson US

Army Base; and Valedictorian of the Class of 2013 at McIntosh High School. He is also a MSU SROP program alum.

Friday Plenary Sessions (Nov 10)

Federal Grant Opportunities

9:30 AM-10:30 AM ET

This presentation will cover a range of federal grant opportunities for graduate students and junior faculty.



Carleitta Paige-Anderson: National Science Foundation

Carleitta Paige-Anderson currently serves as Lead Program Director for the Historically Black Colleges and Universities Undergraduate Program (HBCU-UP) in the Division of Equity for Excellence in STEM at the National Science Foundation (NSF). Her academic journey began at Virginia Union University (VUU), where she developed a passion for basic science research and earned a BS in Biology. After obtaining a PhD from Wake Forest University and completing a post-doctoral fellowship at Johns Hopkins University, she returned to VUU. Over the years, she established a research program investigating biochemical signaling mechanisms in disease-causing bacteria and viruses. By leveraging her scientific expertise to integrate research into the academic curriculum, she was selected as a 2013-2014 Senior Fulbright Scholar in Surabaya, Indonesia at Universitas Airlangga. At VUU, she also

served as the founding director of the VUU Center for Undergraduate Research, Dean of the University College, and Vice-President for Student Development and Success. Her collective efforts are rooted in enhancing the research and education capacities of HBCUs, a community she is excited to serve in her current role.



Maggie Sweeney: National Institute of Health

Dr. Maggie Sweeney is a Program Officer in the Division of Services and Intervention Research at the National Institute of Mental Health (NIMH). She has a dual role with the Office of Research Training and Career Development and the Small Business Innovation Research program. She manages a portfolio of more than 70 active mental health research grants to academic institutions and small businesses. Dr. Sweeney is a member of the NIMH Health Disparities Team, which works to promote high impact research to enhance our understanding of mental health disparities and promote mental health equity. As a member of the Training Team at NIMH, she works with the NIMH Research Workforce Diversity Program to

support and review administrative supplements to promote mental health research workforce diversity at multiple career stages. Before joining NIMH, Dr. Sweeney was an Assistant Professor of Psychiatry and Behavioral Sciences at Johns Hopkins University School of Medicine. Dr. Sweeney's postdoctoral training was completed at the Behavioral Pharmacology Research Unit at Johns Hopkins University, and she obtained her doctoral degree in Experimental and Applied Psychological Science from Utah State University.



Aaron Reifler: Michigan State University

Aaron Reifler is the inaugural Director of Postdoctoral Affairs at Michigan State University, assuming the role in 2019, when the office was created. Born and raised in Michigan, his educational journey began with degrees in French and Biopsychology from the Residential College of the University of Michigan, during which time he also spent over a year studying in France to complete a certificate in Political Studies. Following his undergraduate degree, he spent several years working on a certificate in teaching and earning a Master's in Education. He spent a year in Japan teaching English in public schools, and returned to the state of his birth to teach High School Chemistry and Biology. He returned to school to pursue a research career in Neuroscience, and completed a Master's and then a Doctorate in Neuroscience at the University of Michigan. He then spent time as a postdoctoral researcher at the Kellogg Eye Center, studying visual perception and cellular signaling pathways of the retina.



Pamela Martin: University of South Carolina

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-environment 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.



JohnBosco Chika Chukwuorji: Michigan State University

JohnBosco is the acting co-chair of the Michigan State University Postdoctoral Association. He is a research associate at the College of Human Medicine, MSU; and was a visiting Fulbright scholar at Cleveland State University Cleveland, Ohio USA (2019-2020). JohnBosco also holds a senior lecturer position in psychology and a senior research fellow at the Center for Translation and Implementation Research (CTAIR), University of Nigeria Nsukka, Nigeria. He is a recipient of the recipient of the Developing Country Fellowship Award (2022) of the International Society for Studies in Behavioural Development. In addition to being guest editor of a special issue on Aging in sub-Saharan Africa for Innovation in Aging and Associate Editor of the Fulbright Chronicles, he holds editorial positions in five scholarly journals. As a member of the academic council of Child & Family

Blog, he helps to make research on how family influences child development more widely understandable to non-professional readers. JohnBosco has authored (or co-authored) over 100 ressearch publications focusing on how individual-level and social-level cultural processes and pathways influence mental well-being across the life course.



Angela K. Guy-Lee: Delta College

Dr. Angela K. Guy-Lee is an assistant professor of anthropology and sociology at Delta College. She earned a bachelor's degree in American Studies from Wellesley College, a master's degree in sociology, and a PhD in anthropology from Wayne State University. Her research interests are race, gender, and health disparities.

Financial and Mental Wellness in Graduate School

11:00 AM-12:15 PM ET

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 serves as the Chief Research and Digital Experience Officer at Michigan State University Federal Credit Union (MSUFCU), overseeing the digital experience, user experience and research teams. Iceman Haueter serves as a critical part of the digital pillar of the credit union, creating critical alignments with the Innovation and Digital Services team to create an impactful member experience from start to finish. She focuses on leveraging member feedback and insights to drive digital change that is accessible and easy. Iceman Haueter thrives on finding creative ways to move concepts to reality to serve MSUFCU members.



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. 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.



Megumi Moore: Michigan State University

Dr. Megumi Moore is the Director of the Graduate School Office of Well-Being (GROW), a collaboration between The Graduate School and the Division of Student Life & Engagement. GROW provides opportunities for graduate and professional students to build skills to better address the challenges of graduate school that impact their well-being. With support, resources, and a sense of community, we believe that all graduate and professional students can thrive while achieving their academic and professional goals. Dr. Moore holds a PhD in Higher, Adult and Lifelong Education (HALE) from Michigan State University, a Master’s in Counseling from Ashland Theological Seminary, and a Bachelor’s in Psychology from the University of Michigan. She also has a background in providing workshops and trainings on various psychoeducational topics, team dynamics, conflict resolution, leadership development, spiritual growth, and navigating transitions

Culturally-Responsive Mentoring

12:30 PM-2:00 PM ET

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: Indiana University-Purdue University Indianapolis

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

All About Negotiating: A Recession-Proof Guide 4:30 PM-5:30 PM ET

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



Christina Campbell: University of Cincinnati

Dr. Christina Alicia Campbell is a first-generation college student from Los Angeles, California. She is currently a tenured Associate Professor in the School of Criminal Justice at the University of Cincinnati. Dr. Campbell earned a B.A. from San Diego State University in 2006, and a Masters and Ph.D. in Psychology from Michigan State University in 2012. She completed a postdoctoral fellowship in the Department of Psychiatry, Division of Prevention and Community Research at Yale University in 2014. Her passion for research was cultivated as a Ronald E. McNair Scholar and National Institutes of Health, Minority Biomedical Research Support (MBRS) Scholar.

Dr. Campbell's primary research interests include delinquency prevention, risk assessment, juvenile justice, child welfare policy, and reducing racial disparities. Dr. Campbell has over 35 research publications. Her research is published in various peer-reviewed academic journals, which include *Criminology Public Policy*, *Criminal Justice and Behavior*, *Child and Youth Services Review*, *Crime and Delinquency*, *Journal of Traumatic Stress*, and *Youth Violence and Juvenile Justice*.

In addition to research and teaching, she has mentored scholars pursuing graduate and professional degrees. After over 10 years of service, Dr. Campbell started [Academe180](#), a professional development group designed to provide support for academics transitioning into the workplace.

Dr. Campbell has provided workshops and one-on-one consultation services for academics across several areas which include, negotiating academic job offers, academic entrepreneurship, navigating graduate and professional school, racial/ethnic minorities in STEM, and first-generation college student success.

Dr. Campbell's most sought-after university workshop entitled, ***"All about Negotiating: What to do before, during, and after the job offer"*** has helped academics secure over half a million dollars of additional research startup funds and salaries. She is also an author and illustrator of a children's book for adults titled [***"The ABC's of Negotiating"***](#). This book was designed to teach academics foundational skills for asking for what they need and want while on the job market.

Dr. Zillah Fluker: Unite Negro College Fund

Dr. Fluker is an HBCU-educated scholar, holding a Ph.D. in Educational Leadership, Policy, and Law, a bachelor's degree in history from The Alabama State University, and two master's degrees in business administration and history from Purdue University. She served as Vice President of Institutional Advancement for her alma mater (ASU), Miles College, and Central State University, leading efforts to raise millions in corporate, individual, and foundation donations. In this space, she recognized the expansive value of building a culture of philanthropy, increasing community engagement, and the success of students placing out to cultivate talent. At the UNCF Institute, her visionary leadership leads the vertical that supports over 40 HBCU presidents in helping the institution to realize its vision. Their accomplishments advance the mission that led her to pursue her doctorate, to improve access and increase scholarships, financial aid, and pathways for underrepresented groups.

Dr. Fluker became well-versed in this asset in her 13-year corporate career. Beginning in Human Resources, she developed a skill set for talent identification and development that garnered her much success in the field. Capitalizing on her global perspective shaped by her Zimbabwean roots, residency abroad in London, and work across several regions in the States, Fluker continues to expand herself as well as her experiences. She has held several global positions in corporate America to increase responsibility in Diversity, Marketing, University Relations, Executive Search, and Human Resources with Motorola, Inc., United Technologies Corporation (Carrier Corp.), and Honeywell International.

Following the quote by former CEO and Chairman of United Technologies Corporation, George A. Davis, "You can't guarantee employment, but you can guarantee employability," she carries this unique approach to her work as the Co-Founder and Executive Director of the Why Not Win Institute (WNWI). The Institute, based on the principles in WNWI Co-Founder Larry Thornton's book, *Why Not Win?*, focuses on accountability as a guiding principle of personal and professional development that will follow their clients for life.

Saturday Workshop Sessions (Nov 11)

Graduate School Exploration and Managing Mentor Expectations:

10:45 AM-11:45 AM ET

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.



Heather Hill: Cleveland State University

Dr. Heather Hill serves as an Assistant Professor of Educational Psychology in the College of Education and Human Ecology at Cleveland State University. In this role she teaches courses in learning and development theory and the social, cultural and psychological foundations of education. Through a curriculum that centers the scholarship of Black and Brown researchers and examines the intersectional influences of race, class and gender in schooling, she facilitates critical dialogue and community building that develops teachers for equity-centered teaching, leading, and social action. Her approach to teaching emerges from lessons learned through research with Black girls reading and writing across urban public language arts classrooms and digital reading and writing environments. Her research highlights the historical and sociopolitical aspects of literacy education and points to possibilities for contexts of schooling to serve as spaces and places for empowerment, community building,

critical consciousness raising, and academic achievement for and among youth generally, and Black girls in particular. She received her B.A. in political science from Bowling Green State University. She also earned her masters degree in educational administration and doctoral degree in Literacy, Education & Society, from The Ohio State University.



Terah Chambers: Michigan State University

Dr. Terah Venzant Chambers is a professor of K-12 Educational Administration in the MSU College of Education. She joined The Graduate School as Associate Dean in Fall 2022 and is thrilled to contribute to a variety of programs that will foster graduate student success, including Emergency Fellowship Funding, Advance to Adventure (ATA), Academic Achievement Graduate Assistantships (AAGA), King-Chavez-Parks Future Faculty Fellowships (KCP-FFF), Prospective Doctoral Student Recruitment and Retention, Ruth Simms Hamilton TIAA Graduate Merit Fellowship, and the Edward Alexander Bouchet Graduate Honor Society (BGHS). She will also be working with Steven Thomas to support the Summer Research Opportunities Program (SROP) and the Alliance for Graduate Education and the Professoriate (AGEP) at MSU. Dr.

Venzant Chambers' research interests include post-Brown K-12 education policy and urban education leadership. Specifically, she is interested in the ways within-school segregative policies influence African American students' academic achievement and school engagement, as well as the price of school success for high-achieving students of color (racial opportunity cost). Her 2022 book, *Racial Opportunity Cost: The Toll of Academic Success on Black and Latinx Students* is available from Harvard Education Press. Venzant Chambers is past president of the University Council for Educational Administration (UCEA). She currently serves as co-editor of *AERA Open* and has previously served as associate editor for *Educational Administration Quarterly*, the *Journal of Teacher Education*, and the *International Journal of Qualitative Studies in Education*.



**Tabitha M. Hardy: Indiana University–Purdue University
Indianapolis**

Tabitha M. Hardy, Ph. D. is the assistant vice chancellor for graduate education and assistant dean for student development and academic affairs within the University Graduate School and IUPUI Graduate Office. She also holds a faculty appointment as a lecturer in the department of Biology at IUPUI. Dr. Hardy is the youngest of ten children and the first in her family to attain a college degree. Dr. Hardy has successfully navigated academia as a first-generation minority female in STEM at both minority and majority serving institutions. Hardy received her BS in Biology Education from Alcorn State University, her Master's in Biology from Jackson State University and earned her Ph.D. from Indiana University School of Medicine in Microbiology and Immunology. After completing a postdoctoral fellowship at the

University of Alabama at Birmingham where she studied breast cancer health disparities and epigenetics, she held an appointment as an assistant professor of Biology at Stillman College, a historically black college in Tuscaloosa, Alabama. Hardy has a wealth of teaching and research experience and has received numerous internal and external grants to fund her research and various projects. In current her roles, Hardy builds and sustains campus and community academics, research, and career partnerships; prepares grants; and teaches contemporary biology and career and professional development courses. She also serves as the advisor of the Underrepresented Professional and Graduate student Organization (UPnGO).

Intellectual Property: How to Take your Ideas to the Next Level

10:45 AM-11:45 AM ET

This presentation will be an introduction to different aspects of faculty entrepreneurship. Topics for discussion will include technology transfer, commercialization of academic research, and consulting.



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).

John Tran: Michigan State University

John is a dedicated venture capital professional focused on results. He's deeply passionate about innovation and entrepreneurship, particularly in Energy/Climate Tech, Smart City, and Mobility sectors. John uses his expertise to contribute to the Michigan State Research Foundation venture capital funds, Michigan Rise and Red Cedar Ventures. He's adept at finding startups, conducting investment research, managing programs, and writing investment memos. His goal is to drive portfolio growth and be a strategic capital partner to disruptive startups, aligning with the organization's vision. John's background includes training as a biologist, having completed his PhD at Michigan State University. He demonstrated proficiency in genetically engineering plants for improved biofuel traits using the CRISPR-Cas9 tool. Originally from Silicon Valley, he enjoys exploring the achievements of MSU alumni who have founded startups worldwide.

Leadership and Promotion Strategies

10:45 AM-11:45 AM ET

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.



Valerio Ferme: University of Cincinnati

Valerio Ferme, PhD, serves as the Executive Vice President for Academic Affairs and Provost, providing oversight and strategic direction for the University of Cincinnati's (UC) more than 46,000 students, 6,000 faculty and 13 academic colleges, the Graduate School, UC Online, and a collection of state-of-the-art university libraries. As the university's chief academic officer, Ferme oversees the human and fiscal resources that fuel UC's academic and research mission with assistance from the academic deans and Provost senior staff while also supporting various aspects of faculty and student success.

Ferme joined UC in 2019 as Dean of the College of Arts and Sciences - UC's largest college - overseeing a \$125 million budget and 21 departments. During his decanal term Ferme created a 21st Century Task Force to support the college's strategic plan, spearheaded a college-wide commitment to sponsored research, expanded co-op and academic offerings, and created the position of Associate Dean for Inclusive Excellence and Community Partnerships. Prior to UC, Ferme served as Dean of the College of Arts and Letters at Northern Arizona University from 2017-2019 and Divisional Dean for the Arts and Humanities at the University of Colorado from 2015-2017, where he also served as Chair of the Department of French and Italian for six years. At the University of Colorado, Ferme's work also focused on curricular enhancements as well as support for underrepresented minorities. In 2014, Ferme was recognized for his pedagogy with the Boulder Faculty Assembly Excellence in Teaching Award and in 2017 for his work in Inclusive Excellence on behalf of staff and underrepresented graduate students with a Special Recognition Award from the Office of Diversity, Equity and Community Engagement. Ferme earned undergraduate degrees in Biology and Religious Studies at Brown University, a Master in Comparative Literature and Italian Studies from Indiana University and a PhD in Comparative Literature from UC Berkeley, where he was awarded Fulbright and Chancellor's Fellowships. As a scholar, Ferme has published three monographs, three edited volumes, two scholarly translations and a bilingual collection of poetry, in addition to over 60 articles and reviews.



Erica Cooper: Virginia Tech University

Dr. Erica F. Cooper currently holds the position of Assistant Provost of Faculty Diversity at Virginia Tech. In this capacity, she stands as the chief architect of initiatives such as the Future Faculty Diversity Program aimed at cultivating an inclusive and equitable academic environment for faculty members. Prior to this pivotal role, Dr. Cooper served as a tenured Associate Professor of Communication, distinguished for her groundbreaking research at the crossroads of rhetoric and culture, identity, and law. Her expertise extended into the classroom, where she crafted and delivered an array of courses, encompassing intercultural communication, interracial communication, organizational communication, communication theory, and research methods. Dr. Cooper earned her doctorate in Communication Studies, specializing in law, from Indiana

University. This academic journey equipped her with a unique perspective, enriching her research and teaching with a profound understanding of the legal dimensions within the field.

Jonathan Garrett: Enverus



Jonathan has worked in the oil and gas industry for more than 15 years. He currently leads the Customer Success organization as Senior Vice President at Enverus the world's largest energy data and analytics company. An engineer by training, he's worked offshore on rigs in the Gulf of Mexico, on product development of cutting-edge engineering technology, as a commercial advisor and analyst, and now on the data & analytics side of the energy business. In his free time, he is passionate about personal finance and capital markets. He has undergraduate and graduate degrees in Industrial and Operations Engineering from the University of Michigan.

Keynote Speaker for Saturday Luncheon 12:00 PM-2:00 PM ET

Generating Knowledge to Improve Local Communities and the Global Economy



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.

Dr. Mack's holistic approach to STEM reform is grounded in a strategic vision that foregrounds inclusion as an immutable factor for achieving excellence in undergraduate STEM education. Her leadership in STEM reform has led to: significant increases in the capacity of STEM faculty to implement culturally responsive pedagogies, major shifts in the ways in which leadership development for STEM faculty is delivered, and the expansion of both physical and virtual convening platforms for knowledge generation, exchange, and dissemination.

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. She has had extensive training and experience in the area of cancer research with her research efforts focusing primarily on the use of novel antitumor agents in breast tumor cells, as well as the use of bioflavonoids in the regulation of estrogen receptor positive (ER+) and estrogen receptor negative (ER-) breast tumor cell proliferation. Most recently, her research efforts have examined STEM leadership development and the impact of mindfulness on STEM faculty self-efficacy.

Saturday Closing Remarks & Awards

2:40 PM -4:00 PM ET

Closing remarks will be made by 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.



La Shaun ‘Phoenix’ Moore: InsideOut Literary Arts

La Shaun “Phoenix” Moore is a Detroit-based vocalist, spoken word artist, activist, culture creator and wife. Moore’s interdisciplinary work is infused with her love for the city of Detroit, hip-hop, God, social justice and her family. She is currently working on her first memoir exploring the complexities of the Mother Wound and how it is rooted in her immediate family. Moore is the coach of the Youth Performance Troupe for InsideOut Literary Arts. She is the recipient of the 2020 and 2021 Creators of Culture Award by CultureSource.

What is AGEP?

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 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

