



AGEP Student Success Conference

September 30–October 1, 2022

“Preparing for the New World of Work”

The Graduate Hotel
East Lansing, Michigan



AGEP Student Success Conference Schedule-at-a-Glance Day 1

Friday September 30, 2022

9:00 AM-11:00 AM	Registration	2 nd Floor Lobby
9:00 AM-11:00 AM	Continental Breakfast	Kedzie B+C
10:30 AM-11:00 AM	Welcome and Overview	
11:00 AM-12:15 PM	Making the Most out of your Grad School Experience	Virtual
11:00 AM-12:15 PM	Making the Most out of your Post-doc Experience	Virtual
11:00 AM-12:15 PM	Getting Involved in Science Policy Careers	(Hybrid) Kedzie B+C
12:15 PM-12:30 PM	Snack Break	
12:30 PM-2:00 PM	Presentation on Enhancing Cultural Awareness	(Hybrid) Kedzie B+C
2:00 PM-4:00 PM	Recruiter Session 1	2 nd Floor Lobby
4:30 PM-5:30 PM	All About Negotiating::A Recession-Proof Guide	(Hybrid) Kedzie B+C
6:30 PM-8:00 PM	Recruiter & Candidate Reception sponsored by CCHMC	Graduate Rock Bar
8:00 PM-10:00 PM	Student Bowling Networking Event sponsored MSU MMG (invite only)	Spare Time



AGEP Student Success Conference Schedule-at-a-Glance Day 2

Saturday October 1, 2022

7:30 AM-11:00 AM	Registration	
7:30 AM-11:00 AM	Continental Breakfast	Ballroom
8:15 AM-10:30 AM	CrossTalks: Oral Presentations	Kedzie A-C
9:00 AM-10:30 AM	Recruiter Session 2	2 nd Floor Lobby
10:30 AM-10:45 AM	Break	
10:45 AM-11:45 AM	Concurrent Workshop Discussions:	
	1) <u>Graduate School Exploration and Managing Mentor Expectations</u>	Kedzie A
	2) <u>Strategies for Navigating the Dissertation</u>	Kedzie B
	3) <u>Leadership and Promotion Strategies</u>	Kedzie C
	4) <u>Social Media Branding Techniques</u>	Hybrid Ballroom
11:50 AM-1:00 PM	Keynote Presentation & Luncheon	Hybrid Ballroom
1:20 PM-2:30 PM	Poster Session and Conference Mixer	2 nd Floor Lobby
2:30 PM-2:40 PM	Snack Break	
2:40 PM-4:00 PM	Recruiter Session 3	2 nd Floor Lobby
2:40 PM-4:00 PM	Concurrent Workshop Discussions:	
	1) <u>Financial and Mental Wellness in Graduate School</u>	Kedzie A
	2) <u>Academic Job Search Panel</u>	
	3) <u>Enhancing Grant-writing Skills and Identifying Untapped Resources</u>	Kedzie B
	4) <u>Leveraging Academia-Industry Partnerships through Tech Transfer</u>	Kedzie C
4:10 PM-5:30 PM	Award Announcements and Musical Performance	Ballroom



Conference Welcome from MSU AGEP Director

On behalf of The Graduate School, I would like to welcome you to Michigan State University's 2022 Alliance for Graduate Education and the Professoriate (AGEP) Student Success Conference. Over the years, participation in this program has motivated many individuals like you to pursue advanced degrees. Working in teams with investigators from diverse scientific, educational, and cultural backgrounds represent the important key to the progress in which

our nations position in which global community depends. **We are delighted to launch our first hybrid version of this meeting from The Graduate Hotel in East Lansing and using the Zoom and Hopin.com platforms.**

One of the unique aspects of the AGEP Student Success Conference, is that the research presentations displayed will not only discuss technical aspects, but how they relate to social impacts. There are 9 areas of social impact based on this year's group of presenters including, Family Relations, Social Equity, Mental Health, Environment, Criminal Justice Reform, K-12 Education, Workforce Development, Higher Education and Healthcare. 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.

It is my sincere hope that your experience with us this will enhance your knowledge and appreciation of the world of research as well as contribute to the development of your academic and career goals.

Best Wishes,

A handwritten signature in blue ink that reads "Steven D. Thomas". The signature is fluid and cursive.

Steven. D. Thomas
MSU AGEP Program Director
Conference Chairperson

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Friday Morning Virtual Panels

11:00 AM-12:15 PM ET

Making the Most out of your Graduate Student Experience

Zoom Link: <https://bit.ly/AGEP22GradPanel>

Or Hopin Link: <https://bit.ly/AGEP22HopIn>

This panel of MSU AGEF graduate students Jaleah Rutledge (Community Psychology), Malique Jones (Pharmacology & Toxicology), Bianca Davila-Montero (Mechanical Engineering) will discuss life of a graduate student at Michigan State University and motivation for getting an advanced degree.

Making the Most out of your Post-doc Experience

Zoom Link: <https://bit.ly/AGEP22Postdoc>

Or Hopin Link: <https://bit.ly/AGEP22HopIn>

This panel will discuss life of a postdoctoral scholar, research associate at Michigan State University, and the advantages of becoming a postdoc. The panel will be facilitated by Dr. Aaron Reifler, Director of Post-doctoral Affairs at MSU.

Getting Involved in Science Policy Careers

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

Zoom Link: <https://bit.ly/AGEP22SciPoliCareer>

Or Hopin Link: <https://bit.ly/AGEP22HopIn>



Ja'Wanda S Grant: Oak Ridge National Laboratory

As Manager for Educational and Pathway Programs at Oak Ridge National Laboratory, Grant oversees internships for students and supplemental research training for faculty. Grant also engages with strategic universities and consortia, like the National GEM Consortium, to support recruitment of talented and diverse students. She has a strong track record of collaborations with faculty and university/industry partners to support student success throughout the STEM pathway. Grant's commitment to diversity in STEM extends into the community through mentorship and advocacy as a board member of Oak Ridge Computer Science Girls and a co-founder of Celebrate Sisters Foundation. Grant has a doctoral degree in pharmaceutical sciences from the University of Tennessee Health Science Center and a bachelor's degree in chemical engineering from the University of Mississippi. She is a 2017 alumna of the Higher Education Resource Services (HERS) Leadership Institute for Women, and a 2020 alumna of the New Leadership Academy, both nationally renowned for impacting diversity in higher education leadership.



Glenn Robinson: Morgan State University

Glenn Robinson is a program developer at Morgan State University. Since 2003, through Morgan State's School of Engineering and the Institute for Urban Research, he has been a recipient of a Federal Transit Administration (FTA), Transportation Equity Cooperative Research grant (TECRP). Under that grant, he worked with national experts, advocacy organizations, local activists, and government officials on Environmental Justice. The TECR project was designed to enhance community-driven environmental justice in transportation (EJT) research funded by the U.S. Environmental Protection Agency (EPA) and the Federal Highway Administration (FHWA) from 2003-2005. In 2014 and 2015, he developed programs for and taught in the Young African Leadership Initiative (YALI), a USAID project. Most recently, Mr. Robinson has been involved in providing GIS mapping tools, instruction, and curricula to secondary schools with predominately African American enrollment. He received his master's degree in planning and transportation from Morgan State University and his bachelor's in political science from University of Maryland-College Park.

Science Policy Careers (cont.):



Beth Ruedi: American Association for the Advancement of Science

Dr. Beth Ruedi, serves as the director of operations for SEA Change, an initiative promoting systemic transformation in higher education to support true equity and inclusion. She previously served as the director for AAAS Science in the Classroom, a collection of annotated research papers. Ruedi received her PhD in behavior genetics from the University of Illinois at Urbana-Champaign in 2007. She has been involved in the STEM professional society sector for a decade, first serving as the founding Director of Education and Professional Development at the Genetics Society of America. There, Dr. Ruedi helped cultivate an educational mission for GSA, resulting in a complex portfolio of over 20 activities, initiatives, partnerships, and awards, many of which worked to address systemic issues underlying the lack of diversity in STEM.

Enhancing Cultural Awareness through 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.

Zoom Link: <https://bit.ly/AGEP22CulturallyResponsive>

Or Hopin Link: <https://bit.ly/AGEP22HopIn>



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

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.

All About Negotiating: A Recession-Proof Guide

This presentation will discuss skills on how to students and instructors modify their conversations with potential employers and how to maximize their career outcomes.

Zoom Link: <https://bit.ly/AGEP22Negotiation>

Or Hopin Link: <https://bit.ly/AGEP22HopIn>



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.

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Friday Networking Sessions

The Recruiter & Candidate Reception (6:30 PM ET) sponsored by Cincinnati Children's Hospital Medical Center will be held at the Graduate Rock Bar located at the top floor of The Graduate Hotel. Graduate students are encouraged to speak with recruitment teams and speakers during this time. Limited beverage passes are available at the CCHMC recruitment table from 2:00-4:00 PM.

Student Bowling Networking Event sponsored **MSU MMG** will be held at the Spare Time Bowling Alley (3101 E Grand River Ave, Lansing, MI 48912). AGEP Travel Awardees and other invited students are encouraged to attend this networking session with MSU graduate students. Bus transportation will be provided from the hotel and back. Food will also be served at this event. Interested students should visit the Microbiology & Molecular Genetic Recruitment table to RSVP from 2:00-4:00 PM.

Recruitment Sessions

Friday Afternoon: 2:00 PM-4:00 PM ET

Saturday Morning: 9:00 AM-10:30 AM ET

Saturday Afternoon: 2:40 PM-4:00 PM ET

Recruiters are looking to hire candidates for summer internships, full-time positions and more!

Cincinnati Children's Hospital & Medical Center (CCHMC)

Cleveland State University

Delta College

Indiana University-Purdue University (IUPUI)

Iowa State University

Michigan State University

UMass Medical Center

The following MSU Departments will be featured:

Biomolecular Gateway Program

College of Osteopathic Medicine

Epidemiology & Biostatistics

Microbiology & Molecular Genetics

Physics & Astronomy

Political Science

School of Packaging

Saturday CrossTalks: Oral Presentations 8:15 AM-10:30 AM ET, Kedzie A

Facilitated by **Dr. Fei Yan**: North Carolina Central University

Time	Presenter	Home Institution	Presentation Title	Social Impact
8:15 AM	Alexia Elizardo	Siena Heights University	Preservation of Sea Urchin Sperm by Refrigeration	Environment
8:30 AM	Faith Rue	Adrian College	Nerve Growth Effect on Regeneration of Planaria	Environment
8:45 AM	Shawna Oesterling	Adrian College	Assessing Fecal Contamination in the South Branch River Raisin Watershed	Environment
9:00 AM	Alfredo Guzman	Roosevelt Univeristy	Synthesis of Antitubercular 2,6-dimethylimidazo[2,1-b] thiazole-5-carboxamide Derivatives	Health Care
9:15 AM	Diallo Patterson	Tuskegee University	Piloting a Novel Strategy to Assess Gluten Free Labeling	Health Care
9:30 AM	Javier Tobar	Michigan State University	PROSS Stability-Design Calculation to Stabilize the Structure of the NrfH for Better Expression Yield	Workforce Development
9:45 AM	Emily Greeson	Michigan State University	Implementing a Quantitative Literacy Skills Inventory in a COVID-19 Era, Multidisciplinary Science Course	Higher Education
10:00 AM	Rashmi Jena	Michigan State University	Synthesis, Structure, and Properties of Mononuclear Y(II) and Dy(II) Complexes	Workforce Development
10:15 AM	Seokjoo Lee	Michigan State University	Exploring Structural Effects in a New Class of NRF2 Inhibitors	Health Care



CrossTalks: Oral Presentations

8:30 AM-10:30 AM ET, Kedzie B

Facilitated by **Dr. Terah Chambers**: Michigan State University

Time	Presenter	Home Institution	Presentation Title	Social Impact
8:30 AM	Kaylee Cochell	Siena Heights University	Community Perception on Rehabilitation Efficacy in Drug Abuse Offenders	Criminal Justice Reform
8:45 AM	Jessica Valdez	University of Colorado Denver	Investigating How Hate Crimes Against the AAPI Community Have Affected Perceptions of the Police	Criminal Justice Reform
9:00 AM	Angelina Benli	John Jay College of Criminal Justice	One Man, No Vote: The Legacy of Felon Disenfranchisement	Criminal Justice Reform
9:15 AM	Jasmine Gillis	Roosevelt University	What Makes A Good Mathematical Proof	K-12 Education
9:30 AM	Keenan Perkins	Florida A&M University	A Potential site for Islet Organoids Transplantations : Brown Adipose Tissue	Health Care
9:45 AM	Gerard Owens-Fryar	Michigan State University	Uncovering the Origin of the Elements	Workforce Development
10:00 AM	Jamell Dacon	Michigan State University	Evaluating and Mitigating Inherent Linguistic Bias of African American English through Inference	Workforce Development
10:15 AM	Vikash Kumar	Michigan State University	Efficient Depolymerization of Polystyrene with Table Salt and Oxidized Copper	Environment

CrossTalks: Oral Presentations

8:15 AM-10:30 AM ET, Kedzie C

Facilitated by **Dr. Jonathan Livingston**: North Carolina Central University

Time	Presenter	Home Institution	Presentation Title	Social Impact
8:15 AM	Jessica Allen	University of California, Berkeley	The Hidden Inheritance of Black Genealogies:	Family Relations
8:30 AM	Luke Boyce	University of North Texas	Longitudinal Effects of <i>Hericium Erinaceus</i> (Lion's Mane) Mushroom Supplements on Cognition, Mood, and Quality of Life	Mental Health
8:45 AM	Alyssa Sanborn	Siena Heights University	Effect of Family Income, School Budget, and Teacher Salaries on Student Performance	K-12 Education
9:00 AM	Angie Delgado	Roosevelt University	The Effects of Post Traumatic-Stress Disorder and Substance Abuse: Child and Adolescent Integration into Society	Mental Health
9:15 AM	Chloe Bowers	Siena Heights University	The Effects of Context-Dependent Memory in the Classroom	Mental Health
9:30 AM	Isaiah & Maria Hawkins & Onuoha	The University of Texas at San Antonio	How Self-Identification and View of Mental Health Affects Voting in the Post-Transatlantic African Diaspora	Mental Health
9:45 AM	Taylor Bradley	Roosevelt University	Problem-Solving Courts an Alternative to Incarceration	Criminal Justice Reform
10:00 AM	Jaleel King	John Jay College of Criminal Justice	The Role of Recent Illicit Drug Use and Life Satisfaction on Psychological Distress during COVID-19 Lockdown in Arab/MENA Adults	Mental Health
10:15 AM	Michelle Nelson	Lawrence Technological University	A Qualitative Investigation: Affirming Academic Belonging through Course-Based Research Experiences as a Student Success Framework for Students of Color	Higher Education

Saturday Morning Sessions

Graduate School Exploration and Managing Mentor Expectations: 10:45 AM-11:45 AM ET, Kedzie Room A

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.



Isola Brown: Michigan State University

Dr. Isola Brown is Director of Online Graduate Programs in Pharmacology and Toxicology at Michigan State University. In this role, she supports students academically, professionally, and personally as they receive higher education training in Pharmacology and Toxicology, in pursuit of academic and career advancement. Dr. Brown has a long-standing professional interest in the holistic development of junior scientists, particular students who are historically underrepresented in the STEM fields.

Dr. Brown received Bachelor of Arts degrees in Chemistry and Biochemistry from the University of Pennsylvania and a PhD in Pharmacology/Toxicology and Environmental Toxicology from Michigan State University. She completed a postdoctoral research fellowship at the University of Virginia. Dr. Brown is a proud MSU-AGEP alumna, having served on the Steering Committee and as Associate Editor of the Fall 2016 MSU AGEP Science Today Bulletin.



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).

Strategies for Navigating the Dissertation:

10:45 AM-11:45 AM ET, Kedzie Room B

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.

Social Media Branding Techniques:

10:45 AM-11:45 AM ET, (Hybrid) Ballroom

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

Zoom Link: <https://bit.ly/AGEP22SocialMedia>

Or Hopin Link: <https://bit.ly/AGEP22HopIn>



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 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.

Leadership and Promotion Strategies

10:45 AM-11:45 AM ET, Kedzie Room C

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.



Tera Jordan: Iowa State University

Dr. Tera R. Jordan is the Assistant Provost for Faculty Development and an Associate Professor of Human Development and Family Studies at Iowa State University. She supports the development of programs and policies that increase faculty success. Dr. Jordan's research focuses on leveraging partnerships to advance inclusion and strengthen African American well-being. She teaches advanced qualitative methods and mixed methods. Prior to her faculty appointment in 2012, Dr. Jordan earned a dual-title Ph.D. in Human Development and Family Studies and Demography from The Pennsylvania State University in 2005 and worked at the University of Georgia from 2004 to 2012.



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.

Leadership and Promotion Strategies continued



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



Keynote Speaker for Saturday Luncheon

Preparing for the New World of Work

12:00 PM-1:20 PM ET, (Hybrid) Ballroom

Zoom Link: <https://bit.ly/AGEP22Keynote>

Or Hopin Link: <https://bit.ly/AGEP22HopIn>



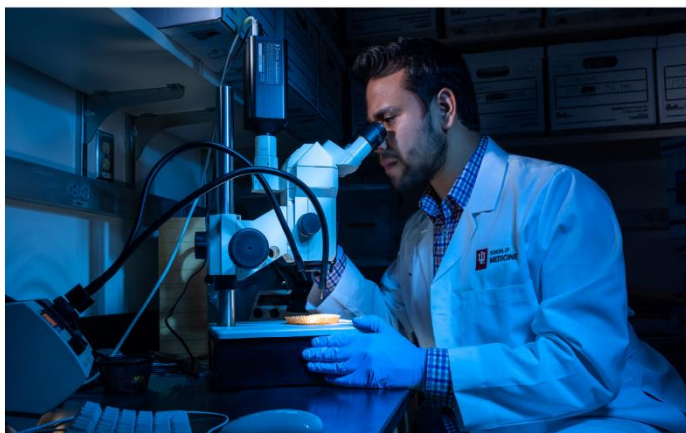
Kelly Mack: Association of American Colleges and Universities

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.



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Virtual Poster Presentations by Discipline

Engineering, Physical & Mathematical Science

1:20 PM-2:30 PM ET, Only on Hopin.com <https://bit.ly/AGEP22Expo>

Presenter	Home Institution	Presentation Title	Social Impact
Daniela Rodriguez-Chavez	Cornell University	Exploring the Effects of Personal Impact Communicated Through Eco-Feedback Technology for Reducing Food Waste	Environment
Gregory Rodriguez	University of Illinois	NASA's Planetary Defense DART Mission With Target Reconnaissance	Workforce Development
Jacquelin Chen	Stanford University	Assessing Nitrous Oxide Cycling in the Coastal Waters of the Eastern Tropical South Pacific Using Stable Isotopes	Environment
Jamell Dacon	Michigan State University	Examining Word Representations between #BlackLivesMatter Movement and its Counter Protests: 2013 to 2020	Social Equity
Rahul Jain	Michigan State University	Nuclear Reactors and Machine Learning	Environment
Saad Bezoui	CUNY Hunter College	Bayesian Analysis of Nuclear Saturation	Higher Education
Te'Ahrian Tyler	Virginia Union University	Deep Learning to Analyze Magnetic Particle Imaging (MPI) of Islet Transplantation	Workforce Development



Virtual Poster Presentations by Discipline

Life Sciences

1:20 PM-2:30 PM ET, Only on Hopin.com <https://bit.ly/AGEP22Expo>

Presenter	Home Institution	Presentation Title	Social Impact
Alexandra Bozan	Rutgers University	Developing Novel Antibacterials for <i>M. tuberculosis</i> Employing Computation, Chemistry and Biology	Health Care
Ankita Bhattacharya	Michigan State University	PFAS Exposure from Home Produced and Local Foods in a Midwestern PFAS-Impacted Community	Health Care
Grace Igbinosun	University of Maryland	Behavior of Cardiac Fibroblasts in the Presence of Hemodynamic Overload	Health Care
Isaac Sosa	Roosevelt University	<i>Oxyrrhis marina</i> Grazing Rate Response to the Introduction of External Nutrition Sources	Health Care
Jiordan Washington	Michigan State University	The Effective Dosage of Ketamine in Healthy and Colic Horses	Health Care
Keyana Blake	Michigan State University	Comparative Gene Expression Analysis of Duplicated Glutamate Receptor Genes in the Brains of Zebrafish and Spotted Gar	Environment
Michelle Stevens	Michigan State University	Using Archived Data to Recommend Best Management Practices for Reducing Phosphorus Contributed to Lake Erie From Ohio's Sandusky Bay Tributaries: Little Muddy Creek	Environment
Netanya Dennis	North Carolina Central University	Understanding Neuropsychological Disorders in the Workplace Post COVID-19	Health Care
Oscar Juvera	California State University Northridge	<i>Caenorhabditis elegans</i> as a Model for Host-Pathogen Interactions	Health Care
Oyinloluwa Akande	Dillard University	The COVID-19 Pandemic and Moral Distress in Nursing	Workforce Development
Saadiya Jackson	Howard University	From Menthol Cigarettes to Synthetic Nicotine Products: Tobacco Product Regulatory Loopholes and Their Potential Implications for African American Communities	Health Care

Sihan Bu	Michigan State University	The Mediating Role of Early Life Gut Microbiota and Infant Feeding Method in Neurodevelopmental Outcomes	Health Care
Yvan Pacheco	University of Puerto Rico-Humacao	Expression Atlas of Individual Cells Within the Blood Brain Barrier	Health Care

Virtual Poster Presentations by Discipline

Social Sciences

1:20 PM-2:30 PM ET, Only on Hopin.com <https://bit.ly/AGEP22Expo>

Presenter	Institution	Presentation Title	Social Impact
Ami Brooks	University of New Orleans	Does Anger Appeals Affect Black Audiences Differently Than White Audiences?	Social Equity
Ashley Challenger	The University of the Virgin Islands	Role of Resilient Coping and Family Functioning in Prescription Opioid Misuse during COVID-19 Lockdown	Mental Health
Asli McCullers	University of Delaware	Exploring the Pathway Between Racial Trauma and Hypertension Stratified by College or University Post-Secondary Educational Attainment Within a Sample of African American Smokers	Social Equity
Breland Steward	Oklahoma State University	How Mentorship's Affect Black Male Resilience	Higher Education
Camila Monsalve Avendaño	Michigan State University	Revolutionary Love Helps Students Navigate Belonging to a Science Community?	Higher Education
Edward Arnold	Tennessee State University	Institution-to-Institution Mutual-Exchange Marketing Model for Higher Education	Higher Education
Esonica Charles	The University of the Virgin Islands	A Good 'tude Makes the Future Mood: Integrating Research to Improve Attitudes Towards Science	Higher Education
Jahsun Hurley & Hennessy Garcia	CUNY Medgar Evers College	The Importance of the Urban canopy in NYC and the Impact of Race, Wealth and Other Socioeconomic Factors	Social Equity
Jasmine Benner	North Carolina Central University	Assessing the Effectiveness of Theater and Standard Lecture: Increasing COVID-19 Knowledge and Reducing COVID-19 Vaccine Hesitancy among HBCU College Students	Health Care
Jazmyne Abney	North Carolina Central University	A Parent's Place on Social Media: Positive Discipline and Gentle Parenting Content	Family Relations

Joshua Grant	North Carolina Central University	Covid-19 Impact on Labor Demand in the U.S	Workforce Development
Kaetlin Marsh	University of North Texas	The Effects of Prosocial Behavior and Parental Monitoring on Parent-Child Agreement of Disordered Eating Behaviors	Family Relations
Lilli Xiang	University of North Texas	Post-Roe USA: Exploration of Identity Variables in Experiencing Gender Microaggressions	Mental Health
Melissa Ceren	Columbia University	Exploring the Arts, Culture, and Sustainable Creativity among Urban Developments in NYC	Environment
Negineh Asef	Westminster College	Bacha Bazi: A Critical and Sociological Look at The Practice of The Dancing Boys in Afghanistan	Criminal Justice Reform
Ramina Nikola	Roosevelt University	Queen of Manipulation	Social Equity
Tarshana Kimbrough	Aquinas College	The Influences of Mental Health on College Students: Understanding Help-Seeking Barriers	Mental Health
Yasmin Landa	University of Washington	The Effects of Inpatient Psychiatric Socio-Physical Experience on Post-hospitalization Treatment	Mental Health

Saturday Afternoon Sessions

Financial and Mental Wellness in Graduate School

2:40 PM-4:00 PM ET, Kedzie Room A

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.



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.

Academic Job Search

2:40 PM-4:00 PM ET, Kedzie Room B

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



Abdul K. Mohammed: North Carolina Central University

Dr. Abdul K. Mohammed is currently serving as Professor and Chair of the Department of Chemistry & Biochemistry at North Carolina Central University, Durham, NC. Previously, he served as the Dean of the College of Science and Technology at North Carolina Central University. Before his appointment at North Carolina Central University, he was the Chair of the Department of Chemistry at Winston Salem State University, Winston-Salem, NC and prior to that appointment he was an Associate Professor at North Carolina A&T State University, Greensboro, NC. He received his Ph.D. in inorganic chemistry from Louisiana State University and did postdoctoral research at Florida State University. 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 photophysics and photochemistry of transition metal complexes and chemical education. He teaches general,

inorganic and environmental chemistry courses.



Dave Weatherspoon: Michigan State University

Dr. Dave Weatherspoon is the Associate Provost of Enrollment and Academic Strategic Planning as well as a professor in the Agricultural, Food and Resource Economics Department. He is appointed in the tenure system. Prior to MSU, he was an Assistant and then Associate Professor of Agribusiness Management at Florida A&M University. Dave teaches food industry marketing and industrial organization courses. He has led agribusiness programs and numerous research and evaluation teams for the World Bank, Food and Agriculture Organization (FAO), United States Agency for International Development (USAID), global research institutes and universities to address the gnarly problems that poverty represents to millions of people in over 30 countries. His research on domestic and international food supply chain issues has been referenced in the literature and in the popular press; New York Times, Washington Post, Detroit Free Press, BBC, and the Associated Press. Currently his research is focused on the economics of food access, nutrition and health.

Academic Job Search (cont.):



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*.

Leveraging Academia-Industry Partnership through Tech Transfer

2:40 PM-4:00 PM ET, (Hybrid) Ballroom

Zoom Link: <https://bit.ly/AGEP22TechTransfer>

Or Hopin Link: <https://bit.ly/AGEP22HopIn>

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.



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 reshore American innovation in manufacturing from cell cultures to cyber security.



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).

Enhancing Grant-Writing Skills & Identifying Untapped Resources

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

2:40 PM-4:00 PM ET, Kedzie Room C



Miles McNall: Michigan State University

Dr. Miles McNall, 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.



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.

Saturday Closing Remarks & Awards

4:20 PM-5:30 PM ET, (Hybrid) Ballroom

Or Hopin Link: <https://bit.ly/AGEP22ClosingAwards>

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.

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Adrian College	Siena Heights University
American Association for the Advancement of Science	Temple University
American Association of Colleges and Universities	Tennessee State University
Aquinas College	Trinity University
Beloit College	Tuskegee University
Bennett College	U.S. Department of Energy
California Baptist University	UMASS Chan Medical School
California State University Northridge	University of California, Berkeley
California State University of Long Beach	University of California, Los Angeles
Cincinnati Children's Hospital Medical Center	University of California, Santa Barbara
Cleveland State University	University of Central Florida
Colorado University, Denver	University of Cincinnati
Columbia University	University of Colorado, Denver
Cornell University	University of Delaware
CUNY Hunter College	University of Illinois at Urbana-Champaign
Delta College	University of Maryland, College Park
Dillard University	University of Michigan, Ann Arbor
Facility for Rare Isotope Beams	University of Michigan, Dearborn
Ferris State University	University of New Mexico
Florida A&M University	University of New Orleans
Florida International University	University of North Texas
Grand Valley State University	University of Puerto Rico, Mayaguez
Howard University	University of Puerto Rico, Humacao
Indiana University	University of South Carolina
Indiana University Purdue University Indianapolis	University of Texas at San Antonio
Iowa State University	University of Virgin Islands
John Jay College of Criminal Justice	University of Washington
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MSU AGEP Program Staff



Steven Thomas- Conference Chair and Program Director

Steven is a Program Director at The Graduate School (TGS) at Michigan State University. He manages diversity recruitment for TGS as well as the daily supervision for many programs including: the MSU Alliance for Graduate Education and the Professoriate (AGEP) Program and the Summer Research Opportunities Program (SROP). Prior to working with The Graduate School, Steven also worked for the Colleges of Human Medicine, Engineering, Veterinary Medicine and Natural Science at MSU. Steven Thomas has experience in science communication and natural product chemistry. He has worked in the US and overseas for both industrial and academic employers such as Bristol Myers Squibb, Northwestern University as well as the Charles H. Wright Museum for African-American History as a science consultant. Steven's international experience includes working for Cornell University's Minority Health International Research Training (MHIRT) Program in the Dominican Republic. Mr. Thomas is also a member of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE), American Society of Pharmacognosy, American Evaluation Association and the National Career Development Association. Some of his research has been published in the International Journal of Pharmaceutics, Political Science & Politics, Frontiers in Psychology as well as Applied and Environmental Microbiology journals. Steven also works with the NSF-sponsored ASPIRE Alliance initiative which works with universities across the country to support diverse STEM faculty recruitment and culturally-responsive faculty training. Steven obtained his masters in organic chemistry from Michigan State University. He also holds a bachelor's degree in chemical engineering from the University of Michigan, where he also was a former lecturer.



Darren L. Dubose - Diversity Program Assistant

Darren is a Diversity Program Assistant in the Graduate School (TGS) at Michigan State University for the MSU Alliance for Graduate Education and the Professoriate (AGEP) and the Summer Research Opportunities Program (SROP). He assists in planning and implementing meetings, conference and recruitment events, as well as manages social media strategies, serving as the liaison for alumni affairs. Prior to working in the Office of The Graduate School, he served as a middle reading teacher in Houston, Texas through his involvement with Teach for America. Darren comes to the TGS team with a host of leadership experience through his student involvement at his beloved HBCU, Alabama State University and his graduate studies at Texas A&M University, where he received his masters of public administration at The Bush School of Government and Public Service. He is a doctoral student in the Education Policy program at MSU where his research interests interconnect with between Black and rural education. In his spare time, Darren enjoys practicing yoga, running outside, and spending time with his dog, Kolbie.

Discussion Notes:

Discussion Notes:

Discussion Notes:



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 (DEI) at U. S. colleges and universities, by nurturing and developing world-class STEM and Social, Behavioral and Economic (SBE) 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 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 AGEP Community graduate student participants complete an advanced degree. Over the past 10 years, the 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 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. AGEP is a proven strategy for diverse recruitment, retention, and persistence in graduate education.

For more information, visit us at:

MSU AGEP website: <https://grad.msu.edu/agep>

MSU AGEP Program Director: Steven Thomas, deshawn@grd.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.



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