AGEP-T-Collaborative Research: California AGEP

AGEP-T Program Overviews: Big Ten PAI; California AGEP

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PURDUE

THE GRADUATE SCHOOL

AGEP-T-Collaborative Research: California Alliance for Graduate Education and the Professoriate

- The California Alliance for Graduate Education and the Professoriate (California Alliance) consists of the University of California, Berkeley; University of California, Los Angeles; Stanford University; and California Institute of Technology. This alliance works to increase underrepresented minority (URM) PhDs from alliance institutions aspiring to become postdocs, faculty, and research professionals. The California Alliance will focus on increasing diversity in the academic fields with the greatest national underrepresentation of minorities: The mathematical, physical, and computer sciences; and engineering (MPCS&E).

california alliance
BERKELEY UCLA STANFORD CALTECH

- **The objectives of the California AGEP include:**

Objective 1. Create an unprecedented community of practice across the four institutions that include graduate students, postdoctoral fellows, faculty, and key administrators.

Objective 2. Engage faculty as mentors to advance URM students' careers across these four institutions.

- **Objective 3**. Develop, implement, evaluate and set new standards for professional development.

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Objective 4. Promote URM PhD advancement to faculty and postdoctoral ranks in STEM through new partnerships and using new tools, and in partnership with federally funded national laboratories.

Objective 5. Conduct research that leverages the architecture of the California Alliance to identify which of the specific programs and initiatives that are in effect in research universities working to increase diversity are most impactful in ensuring URM students' success and professional ascension in the MPCS&E fields, and more generally within STEM.

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Activities include:

- Annual retreat

- Faculty mentoring of students & postdocs

- Professional Development sessions

- Develop and market new postdocs within the alliance

  - Postdoc Fellowship Program

- Annual surveys of students

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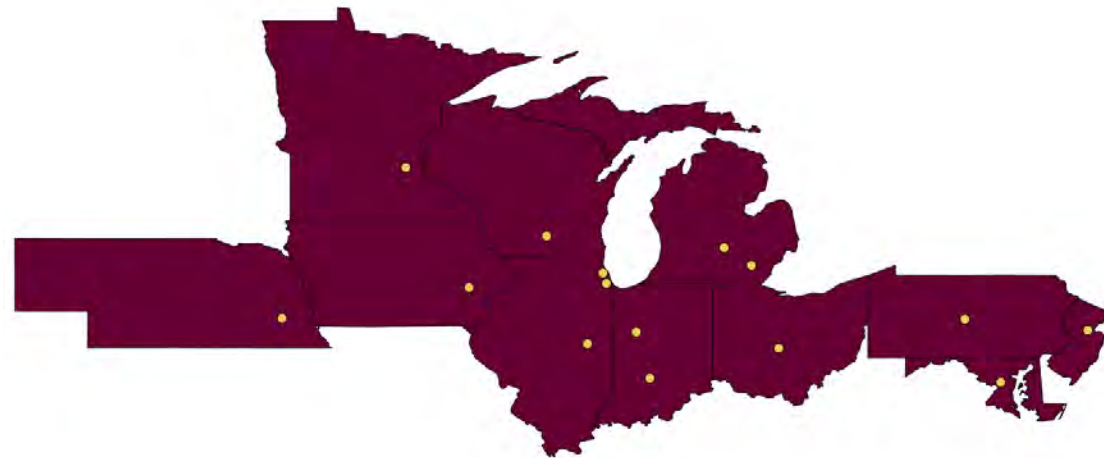
Postdoc Fellowship Program

Accepting Applications Starting November 1st, 2016

Eligibility:

Applicants must be U.S. citizens and belong to an underrepresented minority group (African American, Chicano/Latino, Native American/Alaskan Native and Pacific Islanders). Proposed research must fall within the *Mathematical, Physical Sciences and Engineering* fields.

The California Alliance Fellowship Program may award up to 8 postdoctoral fellowships. The award provides postdoctoral fellows a salary of $55,000-$70,000 per year, depending on the field and level of experience, with additional funds for research and professional development. Fellows will also receive enrollment in medical, dental and basic life insurance coverage while employed as a California Alliance Postdoctoral Fellow. Each award is for a 2-year period.

About the BIG Ten Academic Alliance

University of Chicago
University of Illinois
Indiana University
University of Iowa
University of Maryland
University of Michigan
Michigan State University
University of Minnesota
University of Nebraska-
     Lincoln
Northwest University
Ohio State University
Pennsylvania State
University
Purdue University
Rutgers University
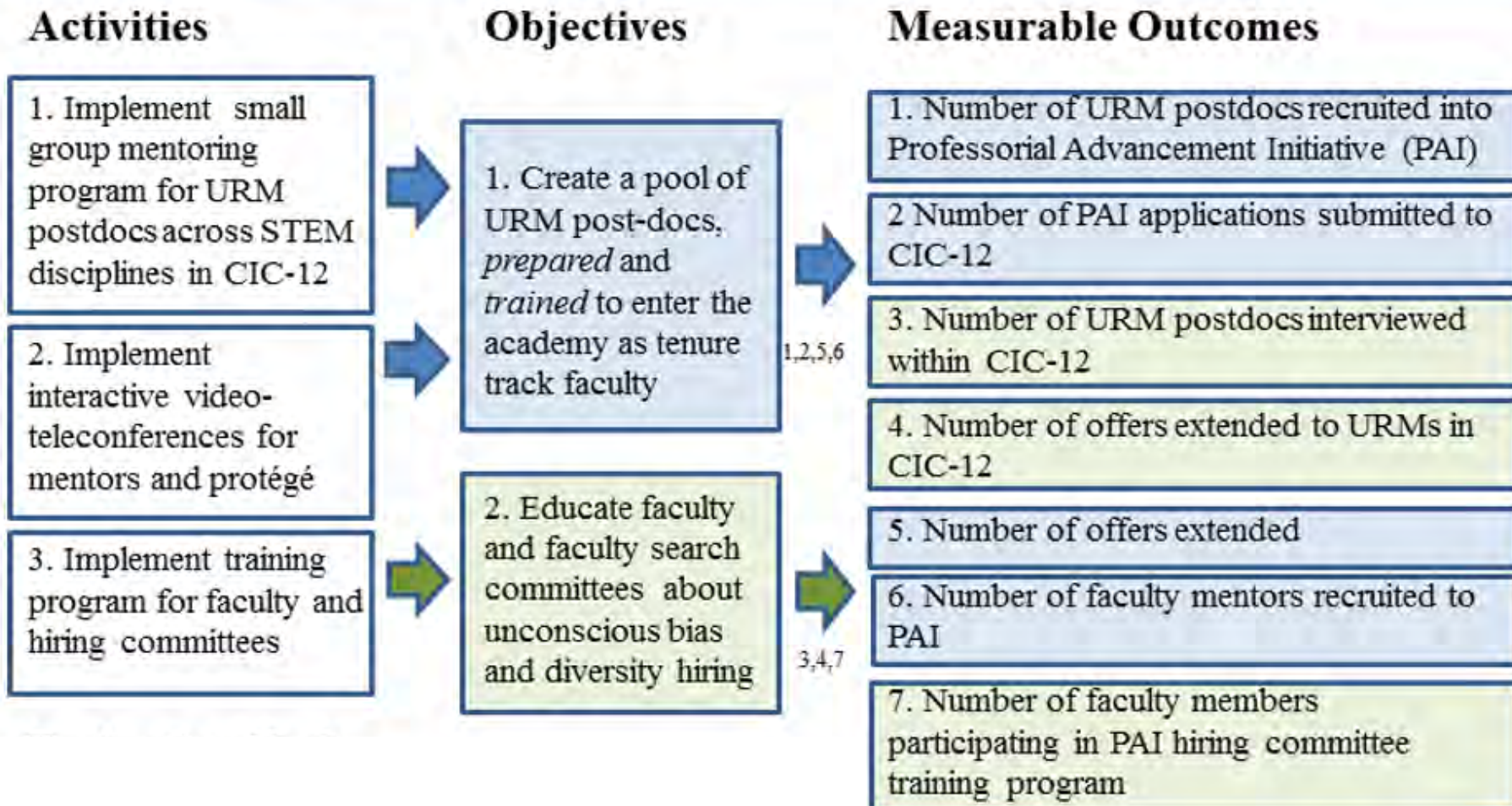University of Wisconsin-
     Madison

More about the BIG 10
Academic Alliance

- ➤ Educating nearly 500,000 students

- ➤ Producing 15% of all the PhDs and 20% of Engineering PhDs granted in the US each year, delivering doctoral programs in 147 areas of study

- ➤ Employing a total of 29,320 faculty, consisting of 107 Nobel Laureates

- ➤ Conducting over $8.4 billion in funded research each year

- ➤ Totaling more than $15 million in 19 collaborative research grant awards

PAI Logic Model

Goal: Double hiring rate of STEM URM faculty in CIC

Activities

1. Implement small group mentoring program for URM postdocs across STEM disciplines in CIC-12

2. Implement interactive video-teleconferences for mentors and protégé

3. Implement training program for faculty and hiring committees

Objectives

1. Create a pool of URM post-docs, *prepared* and *trained* to enter the academy as tenure track faculty   1,2,5,6

2. Educate faculty and faculty search committees about unconscious bias and diversity hiring   3,4,7

Measurable Outcomes

1. Number of URM postdocs recruited into Professorial Advancement Initiative (PAI)

2 Number of PAI applications submitted to CIC-12

3. Number of URM postdocs interviewed within CIC-12

4. Number of offers extended to URMs in CIC-12

5. Number of offers extended

6. Number of faculty mentors recruited to PAI

7. Number of faculty members participating in PAI hiring committee training program

Setting the Goal

	UIUC	IU	Iowa	Mich	MSU	Minn	UNL	NU	OSU	PSU	PU	Wisc	Total
2012-2011													
URM hires	2	4	0	1	1	4	0	1	1	5	3	1	23
2011-2010													
URM hires	2	0	1	3	1	2	1	0	3	4	1	2	20
2010-2009													
URM hires	0	1	2	5	2	1	0	1	6	5	2	4	29

Postdoc Mentoring Modules

Year 1

Module I. Getting Started
Module II. Research planning and publication options
Module III. Collaboration options
Module IV. Written Communication
Module V. Leadership and Professional Society Engagement
Module VI. Research Program Management Time management & goal setting

Year 2

Module I. Research Presentation Skills
Module II. Seminar presentation on campus of mentor
Module III. Attend conference with mentor
Module IV. Difficult situations
Module V. Preparation for interviews
Module VI. Practice presentation sessions
Module VII. Teaching
Module VIII. Future Faculty Issues

Progress Report

Created Webinar Series to Educate & Coach Postdocs

Getting Published in Journals 1: Creating Your First Draft
February 8, 2016, Michael Loui, Purdue
Getting Published in Journals 2: Responding to Reviews
April 25, Peter Hitchcock, UM, Brian Waters, Nebraska
Making the Most of Your PAI Mentor Experience
March 14, 2016, Viridiana Benitez, Wisconsin-Madison
and Catherine Whittington, Purdue
Writing Your First NSF Grant
May 9, 2016, Conrad Tucker, Penn State and Tony
Nunez, MSU

Progress Report

Conference and coaching workshops

- 6th Annual Conference for Pre-Tenure Academics
- National Postdoctoral Association Annual Meeting
- National Research Mentoring Network - Committee on Institutional Cooperation Academic Network (NRMN-CAN) First Annual Academic and Professional Development Conference

Progress Report

Milestones

URM postdocs participating in PAI:
AY14-15: 61   AY15-16: 87

PAI protégé applications submitted to CIC:
AY14-15: 30   AY15-16: 41

Faculty mentors participating in PAI:
AY14-15: 51   AY15-16: 96

PAI By the Numbers, 2014-2016

- Mentoring 92 STEM **postdocs**

- Partnering with 114 Big Ten Academic Alliance **faculty mentors**

- Increasing awareness of unconscious bias to 576 faculty through **PAI training**

Progress Report

The goal of this project is to double the number of URM STEM faculty members hired within the CIC.
Baseline: 24. Goal to reach 50 or more.

Average for AY 2009-2012: 24

AY13-14: 52 AY15-16: 67

Progress Report

CIC Directory: An online searchable recruitment database of PAI postdocs has been developed as a recruitment tool for CIC faculty search committees.

website: https://apps.cic.net/cicdirectory.

- Detailed academic information about the postdocs and a viewable CV.
- Entries can be filtered to narrow results for specific disciplines and background experience.
- There are 72 active entries in the CIC Directory.

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AGEP Book Project: An Advising Resource

1. Locating and Securing Funding
2. First Year of Graduate School
3. Choosing a Thesis Advisor: Surprises and Successes
4. Choosing a Thesis Advisor: Familiar Paths and Unexpected Curves
5. Working with Committee Members
6. Balancing Graduate School and Family
7. Collaborative Research
8. Graduate Student Support Programs
9. Publishing While Completing a PhD
10. Life Beyond Graduate School

GPS FOR GRADUATE SCHOOL
Students Share Their Stories

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