

Introduction

In project year one, representatives from the FL-AGEP Alliance leadership team anticipated a year of team planning, work sessions and site visits, and training among the five partner institutions. In fact, the bulk of the year one funding was designed to allow the leadership team to prepare for an expected 300 pre-career or junior burgeoning STEM academicians. Due to the disruptions of COVID-19, the FL-AGEP Alliance team quickly pivoted and used the first year of planning to reorganize and enhance our mentoring model for underrepresented academic women.

Purpose

- The purpose of this poster presentation is to highlight the firstyear project successes as well as areas of growth we identified and cultivated.
- We will also share lessons and key strategies we adopted to establish a foundation for meeting the project goals with success.

Project Goal and Components

- The Alliance team is developing, implementing, studying, evaluating, disseminating and sustaining an AGEP Alliance Model to successfully advance STEM faculty career outcomes for historically underrepresented minority (URM) women doctoral students, postdoctoral researchers and early-career faculty.
- Sisters of the Academy (SOTA) Research Bootcamp
- National Center for Faculty Development and Diversity (NCFDD)
- Research Symposia
- Longitudinal Faculty Development
- FL-AGEP Repository (Tracking and Monitoring System)

Planning, Preparation, and Pivoting in a Pandemic: Lessons Learned from Year One Tonisha B. Lane, Virginia Tech; Allyson Watson, Florida Agricultural and Mechanical University; Sylvia Thomas, University of South Florida; Adrienne Cooper, Florida Memorial University; Lidia Kos, Florida International University; Helena Mariella-Walrond, Bethune Cookman University NSF AGEP HRD Awards: 2055302, 1916098, 1916086, 1916094, 1916044

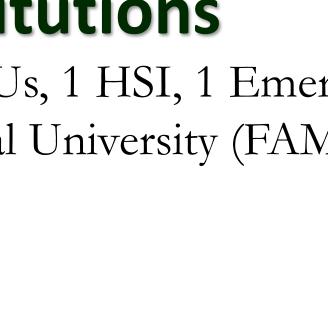
Alliance Institutions

- Five Florida Institutions (3 HBCUs, 1 HSI, 1 Emerging HSI)
- Florida Agricultural & Mechanical University (FAMU) (lead institution)
- University of South Florida
- Florida International University
- Florida Memorial University
- Bethune Cookman University
- Virginia Tech



Social Science Research Component

- Research Design: Case Study
- Purpose: To understand the factors that influence the retention, recruitment, and promotion of early-career women of color (WOC) STEM faculty at higher education institutions within the U.S.
- Case study sites: Three case study sites for this research will include a Historically Black University (HBU), a Hispanic Serving Institution (HSI), and a predominantly White institution (PWI).
- Sample: early career WOC faculty, tenured faculty, department chairs, and diversity administrators
- Methods: interviews, document analysis



- institutions within the first year.
- State and institution-based hiring freezes delaying the hiring of
- project coordinators
- Cancellation of in-person annual AGEP conference
- Implementing a case study virtually
- Administrative delays in subaward transfers
- Institutional and structural barriers toward project goals

- internal evaluator)

- support participant outcomes

Preparing for Success Y2-Y4

- Monthly newsletter, highlighting information about the alliance partners and the project progress
- Three virtual bootcamps planned for Summer 2021
- Taking advantage of online AGEP conference and other virtual professional development opportunities
- Mobilizing Salesforce to gather real-time and longitudinal data of program participants' activities and outcomes
- Narrowing down case study sites with plans to begin data collection during summer 2021



Trials, Triumphs, and COVID-19

Several leadership team members transitioned positions or

Negotiating institutional policies and practices (e.g., release time)

How We Pivoted

Changed our evaluation approach (external evaluation team;

Transitioned from monthly to biweekly leadership team meetings Instituted bi-weekly project coordinator meetings Instituted an annual executive team meeting including institutional leaders of each alliance institution Re-designed research bootcamps to fit an online model Decreased participant goal to 180 URM women in STEM coupled with a strategy to enhance intentionality and better