

Lessons learned in the first year of implementation of the Pathways for Advancement and Tenure at HBUs (PATHs) AGEP program

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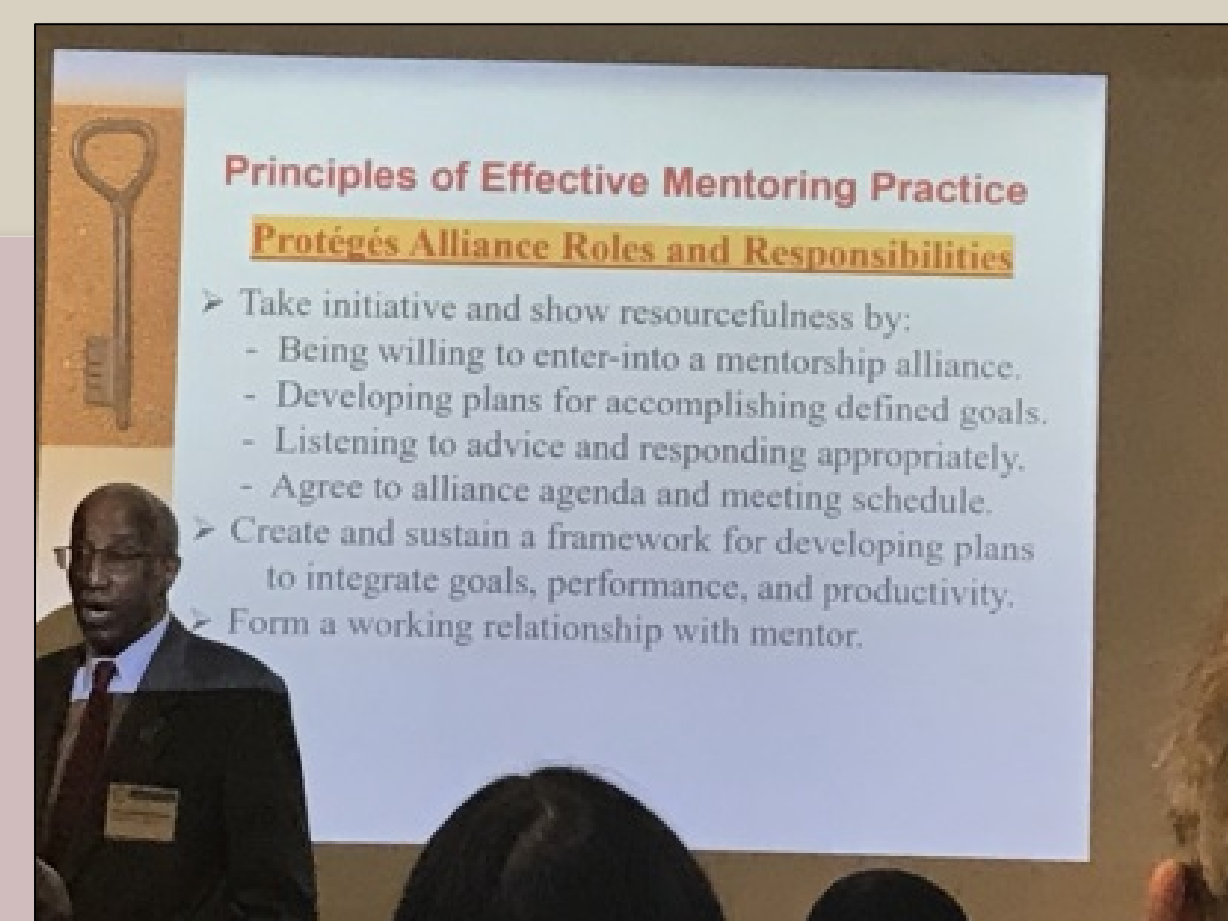
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PATHs activities in 2020-2021

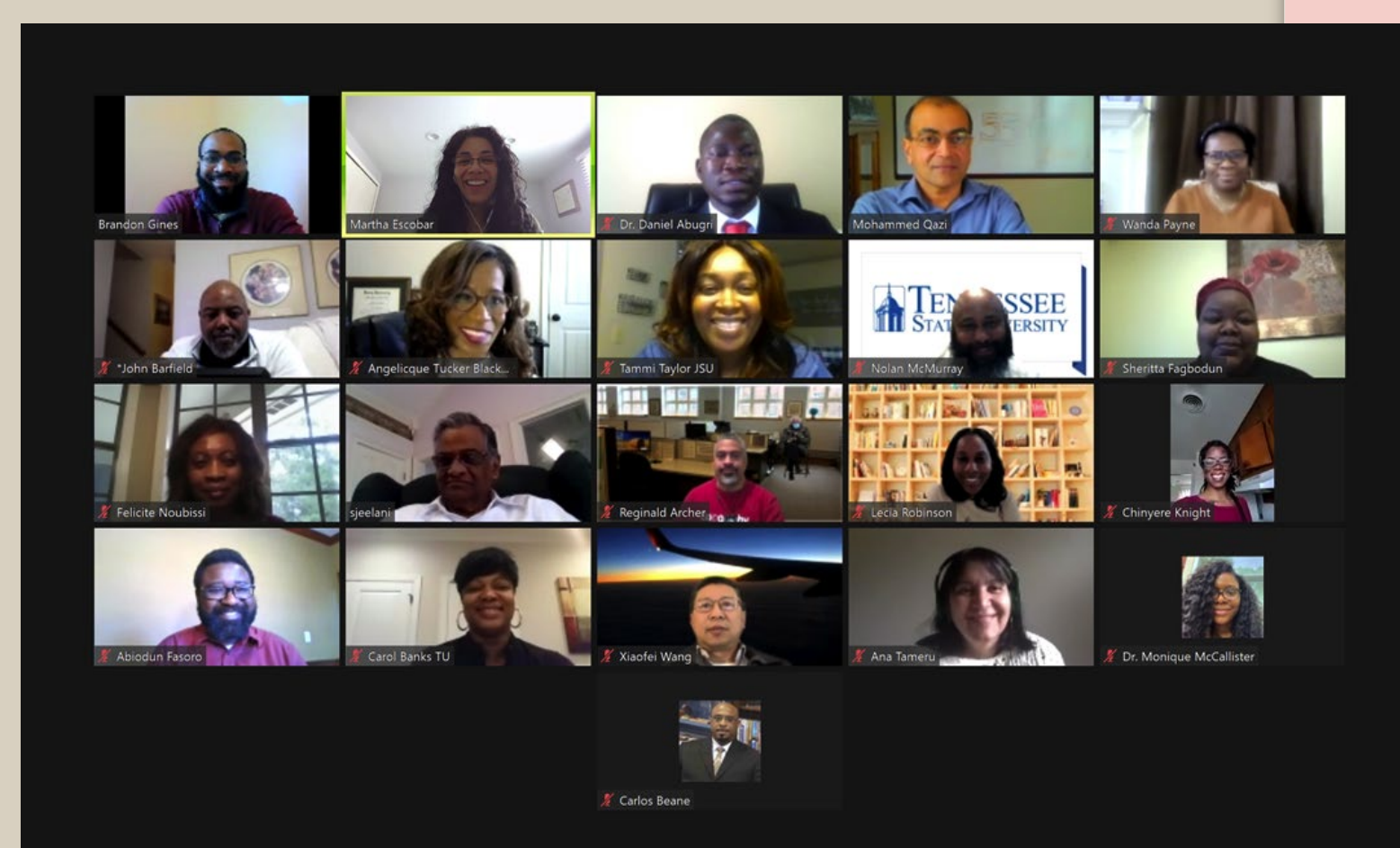
Webinar:
Literature search and proposal development

Panel:
Obtaining tenure and promotion

Mentoring Best Practices Workshop
(facilitated by Dr. Howard Adams)



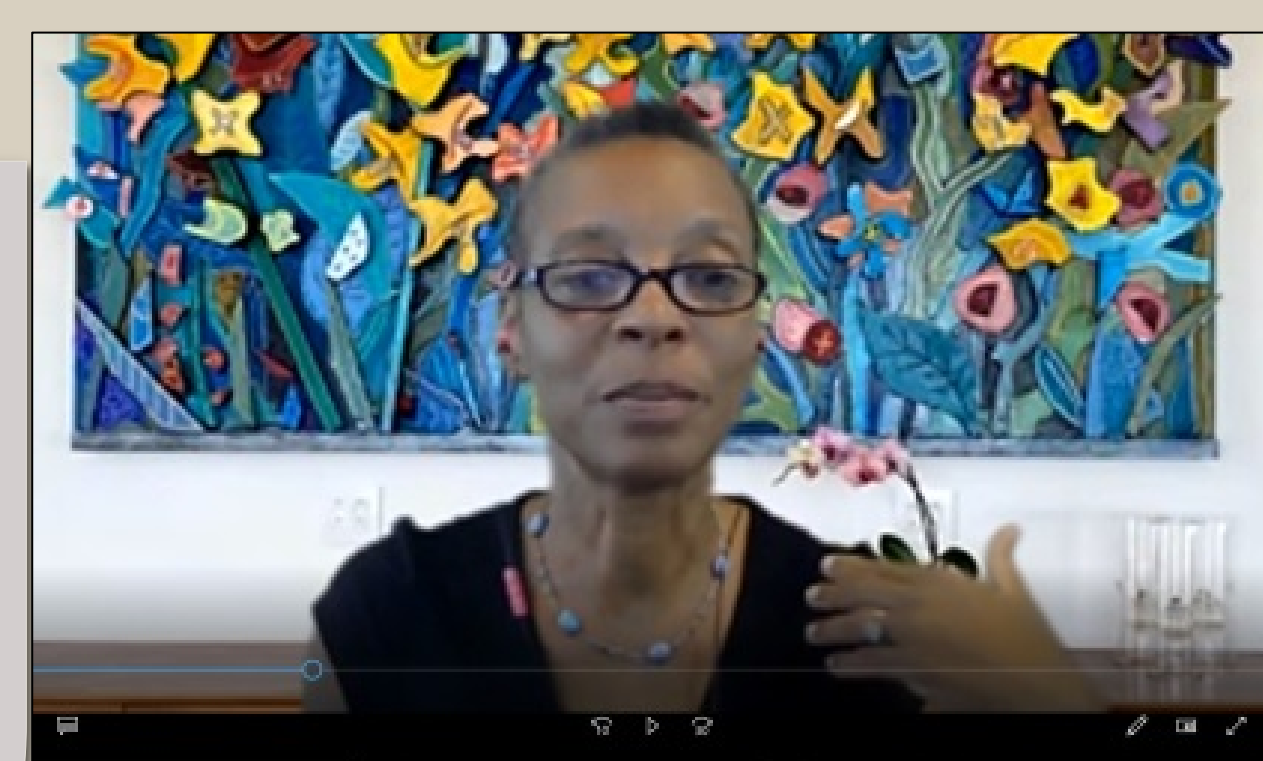
PATHs mentors



My Journey as a Junior Faculty Member
(facilitated by Dr. Daniel Abugri)

5 Fellows Networking Events

4 Institutional Leadership briefings



Women in Academia (STEM) Workshop
(facilitated by Dr. Camille McKayle)



1 External Advisory Board meeting

PATHs program interventions and outcomes

Grantsmanship

- Mentor Fellows in development of proposals
- Review Fellows' proposals and provide feedback

- 38 of proposals submitted by Fellows
- 3 grants awarded to Fellows

Research Publications

- Guide Fellows to apply for internships at National Labs
- Connect Fellows with external Mentors

- 13 applications to National Labs, 5 awarded
- All Fellows have at least one external Mentor

Quality of Life

- Discuss strategies to cope with stress and improve work-life balance

- Time management
- Effort distribution
- Management of research team
- Work-life balance
- Discussion of Fellows' needs

Lessons learned

PATHs has illuminated the critical need of establishing and sustaining multiple support structures (e.g. External Mentorships, Assistance with Fellows individual needs, Multiple networking opportunities) to reduce isolation and promote a sense of belonging in the STEM Professoriate at HBUs among historically underrepresented faculty.

People of PATHs

12 Fellows at 3 HBUs

1 obtained tenure

24 External Mentors

Goal: 2-3 mentors per Fellow

35 Expert Reviewers

Increasing network

<http://www.t-paths.net/>



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