

Lessons Learned from Implementing H-AGEP Model to Improve Preparation and Transition of Hispanic STEM Doctoral Students into Community College Faculty Positions

Ivonne Santiago¹, Victor M Garcia¹, Miguel Velez-Reyes¹, Irma Torres-Catanach¹, Yajaira Mejia², Fred Moshary², Joseph Barba², Jorge E. Gonzalez², Dawn Horton³, Fenot Aklog⁴, Jeffrey Sivils⁵, Jose Pacheco-Lucero⁵, Mariano Olmos⁵, Jesusita Ibarra⁵, Yasser Hassebo⁶, and Dugwon Seo⁷

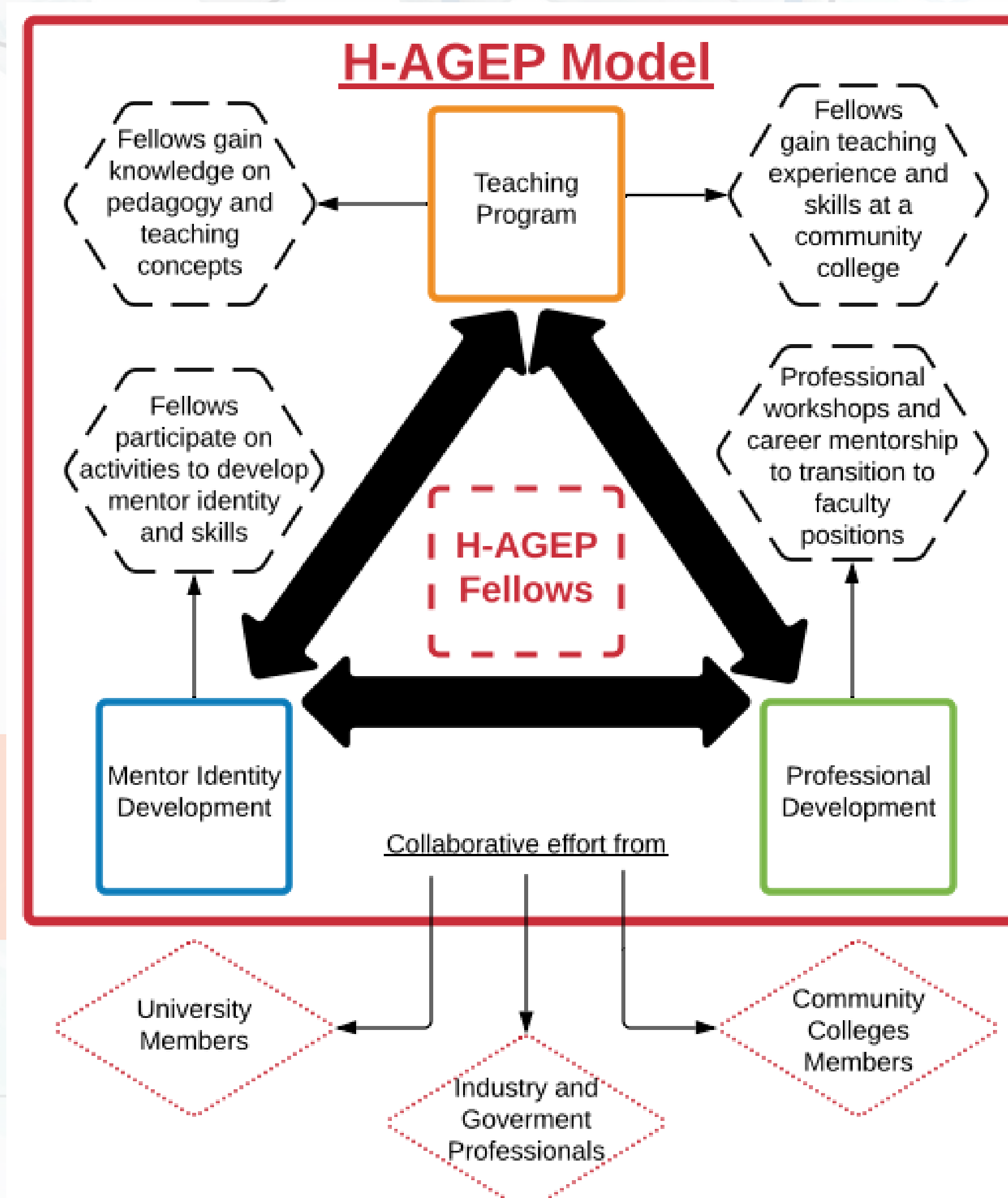
¹University of Texas El Paso, ²The City College of New York, ³University of Massachusetts at Amherst, Columbia University⁴, ⁵El Paso Community College, ⁶LaGuardia Community College, and ⁷Queensborough Community College

Summary

The H-AGEP is a collaborative program between the City College of New York (CCNY) and the University of Texas El Paso (UTEP) in partnership with LaGuardia, Queensborough, and El Paso Community Colleges. The goal of the H-AGEP program is to develop, implement and study a model for training and transitioning Hispanic American STEM doctoral students, to STEM faculty positions at community colleges (CC) and other associate degree granting institutions.

This poster presents the lessons learned in developing, implementing and studying the proposed model. An online survey was distributed among all H-AGEP constituents to collect qualitative data and information. A SWOT analysis was conducted on the collected information to assess the performance of the H-AGEP model and alliance. The feedback obtained from the survey as well as the evaluation of the baseline program structure of H-AGEP program were used to develop the lessons learned from the two first years of the alliance. The lessons learned and findings can be readily used to optimize the effectiveness of the H-AGEP model and program.

H-AGEP Program and Model



Introduction of H-AGEP Intervention Components Teaching Program

Status of H-AGEP Fellows and Teaching Program

Cohort I	Cohort II	Cohort III
<ul style="list-style-type: none"> Three H-AGEP fellows (2 UTEP and 1 CCNY) completed their teaching program and already received their doctoral degrees. 	<ul style="list-style-type: none"> Seven H-AGEP fellows completed the teaching training and participated in the teaching practicum last year. 	<ul style="list-style-type: none"> Six doctoral students were recruited (4 UTEP and 2 CCNY) in the fall of 2020. These new H-AGEP fellows are completing their teaching training.

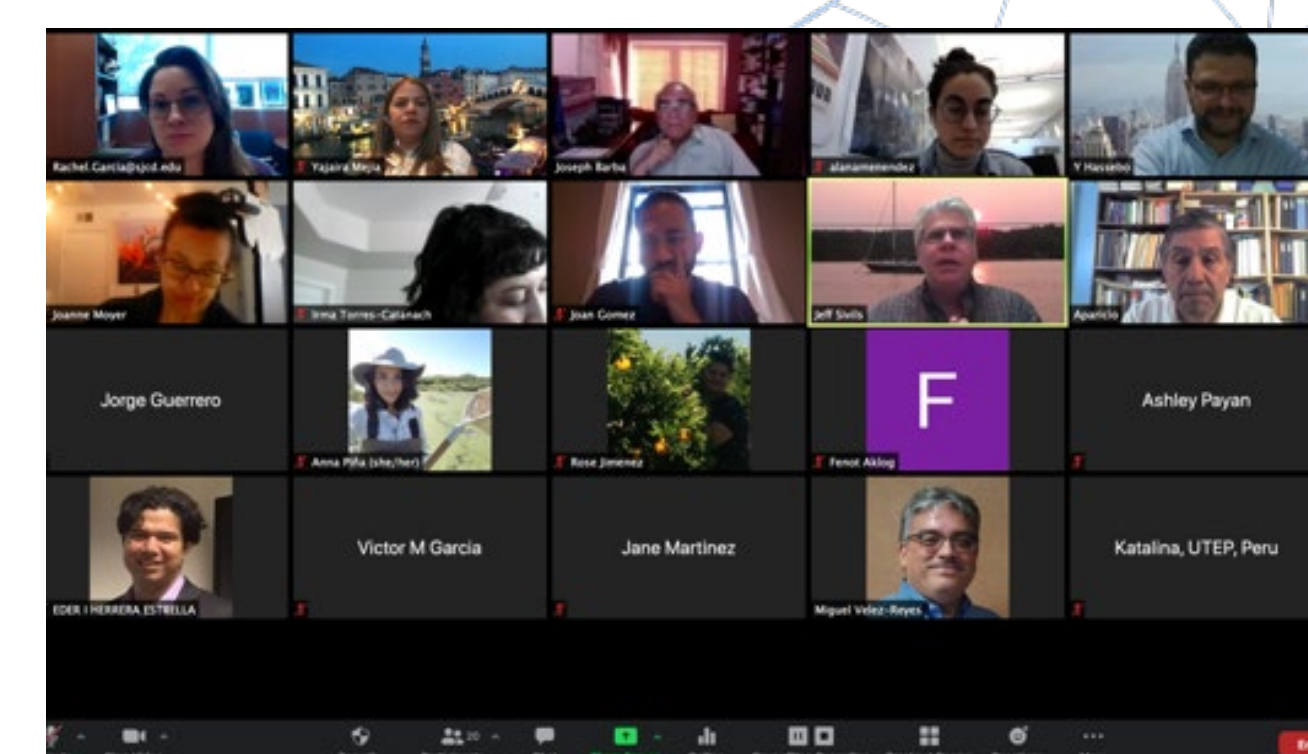
Mentor Identity Development

H-AGEP fellows participate in activities to develop skills in the following areas (This component is under development):

1. Peer Mentoring Community (Among H-AGEP fellows)
2. Academic Mentor Identity (Advising session with students)
3. Research Advisor Identity (Research tasks with students)

Professional Development

Professional development workshops aim to promote the Fellows' knowledge in areas key to the professoriate and support the transition to faculty positions at community colleges.



3) Faculty Job Application Workshop December 17th, 2020

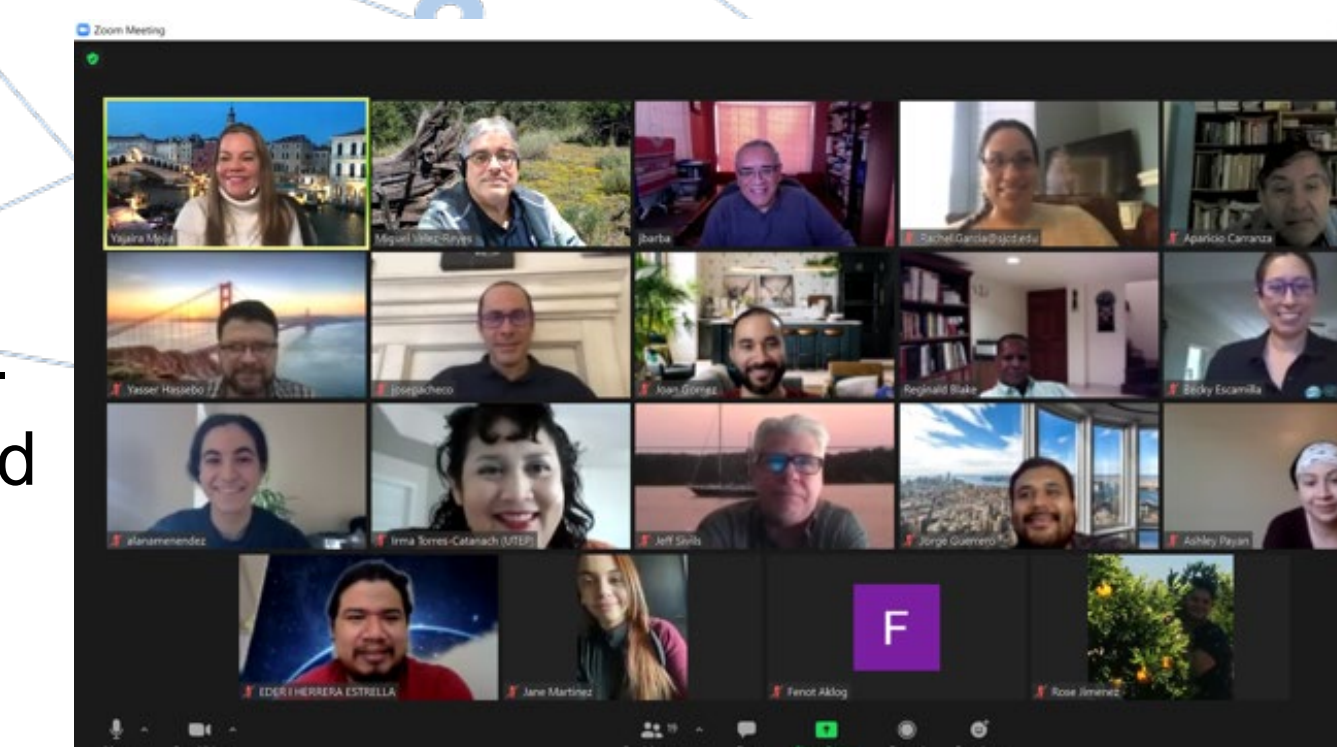
Panelists: Profs. Aparicio Carranza (CityTech), Rachel Garcia (San Jacinto College), Joe Barba (CCNY), Miguel Velez-Reyes (UTEP), Jose Pacheco (EPCC), Fred Moshary (CCNY), Reggie Blake (CityTech), Yasser Hassebo (LaGCC), and Rebecca Escamilla (EPCC).

1) Career Path at Community Colleges September 30th, 2020

Panelists: Profs. Jeff Sivils (EPCC), Yasser Hassebo (LaGCC), Aparicio Carranza (CityTech) and Rachel Garcia (San Jacinto College).

2) Developing STEM Research and Educational Programs November 18th, 2020

Panelists: Profs. Craig E. Tweedie (UTEP), and Syed Rashid Zaidi, Bronx College Community



Lessons Learned

SWOT Analysis

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> Teaching training program Teaching practicum opportunities Motivation and commitment from H-AGEP fellows Flexibility of activities from H-AGEP program Priority of H-AGEP fellows' responsibility with their doctoral program and dissertation research 	<ul style="list-style-type: none"> Clearness on expectations and responsibilities for H-AGEP members including fellows and dissertation advisors Lack of continuous communication between H-AGEP members Time span for participation of H-AGEP fellows on the program
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> Collaboration between community colleges and universities Growing financial support for community colleges to increase the number of faculty members Teaching training on online education, and virtual education tools and communication technologies Opportunities to develop other professional capacities such as mentoring, advising, technical writing, conference presentation, and article publication 	<ul style="list-style-type: none"> Outreach approach to promote and recruit H-AGEP fellows Online environment of H-AGEP program during COVID-19 pandemic can impact interaction between staff and students. The lack of interest from faculty mentors

Recommendations for

- **Recruitment Process:** ask for referrals from H-AGEP fellows and faculty graduate advisors to recruit new fellows.
- **On-Boarding Process:** meet individually with each H-AGEP fellow and dissertation advisors to review a memorandum of agreement of their roles and expectations.
- **Teaching Program:** consider long-term commitment from teaching mentors and coaches to improve teaching training and practicum for H-AGEP fellows.
- **Professional Development:** provide a flexible schedule and events' duration to increase participation of H-AGEP fellows on professional workshops and mentorship activities.
- **Mentor Identity Development:** implement mentoring activities that can be adapted to the responsibilities of H-AGEP fellows to avoid impacting their doctoral program and dissertation progress.

Acknowledgements

This material is based upon work supported by the National Science Foundation under Grants Numbers CCNY 1723209 and UTEP 1723245. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.