

H-AGEP Model: Teaching Training Program to Prepare Hispanic STEM Doctoral Students for Community College Faculty Positions

Ivonne Santiago¹, Victor M Garcia¹, Miguel Velez-Reyes¹, Irma Torres-Catanach¹, Steven Varela¹, Jeffrey Sivils², Jose Pacheco-Lucero², Mariano Olmos², Jesusita Ibarra², Yasser Hassebo³, and Dugwon Seo⁴
¹University of Texas El Paso, ²El Paso Community College, ³LaGuardia Community College, and ⁴Queensborough Community College

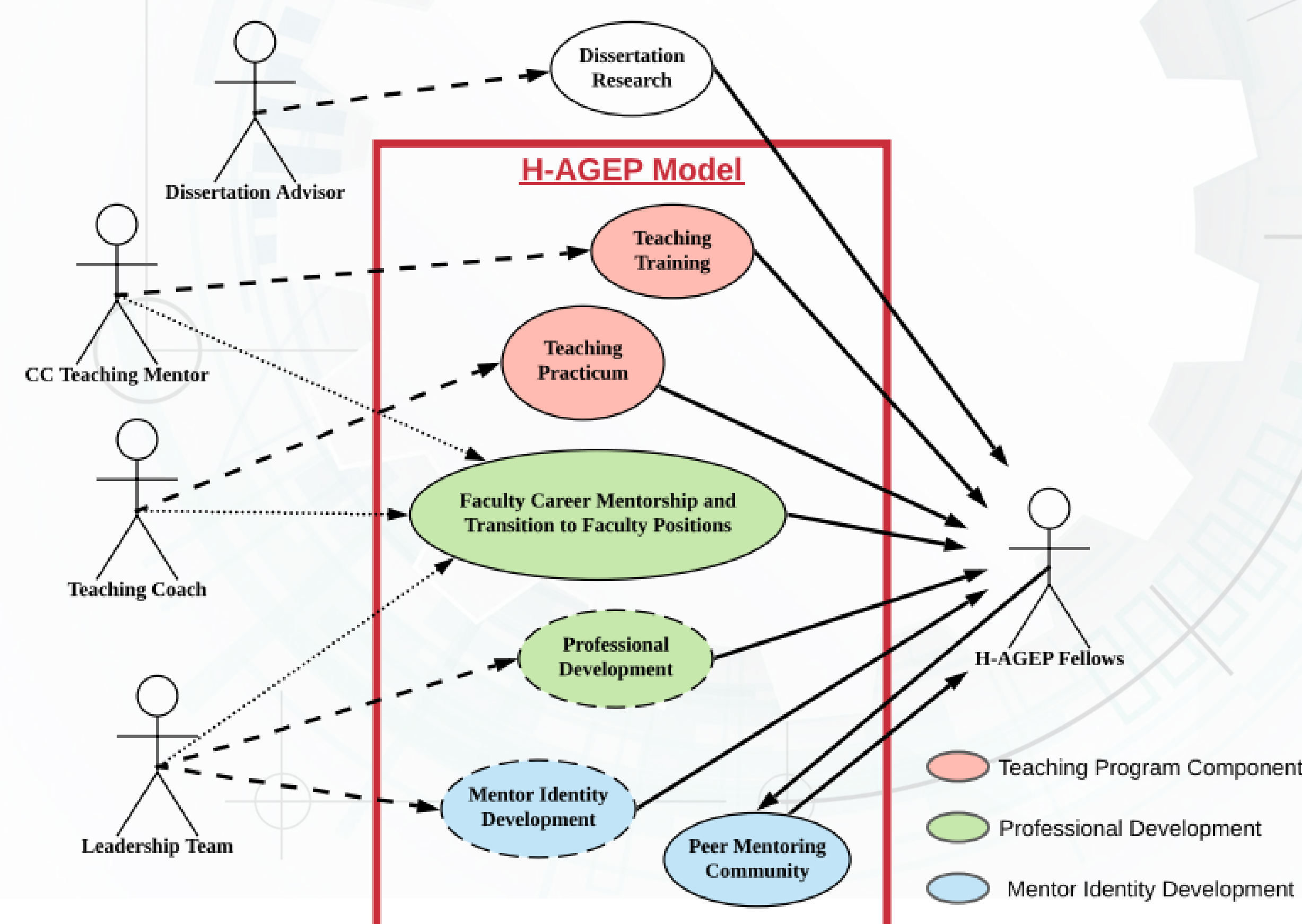
Summary

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, for STEM faculty positions at community colleges (CC) and other associate degree granting institutions. The H-AGEP model is implemented on three phases: 1) Mentorship program, 2) Academic and professional training, and 3) transitioning into academic positions at community colleges.

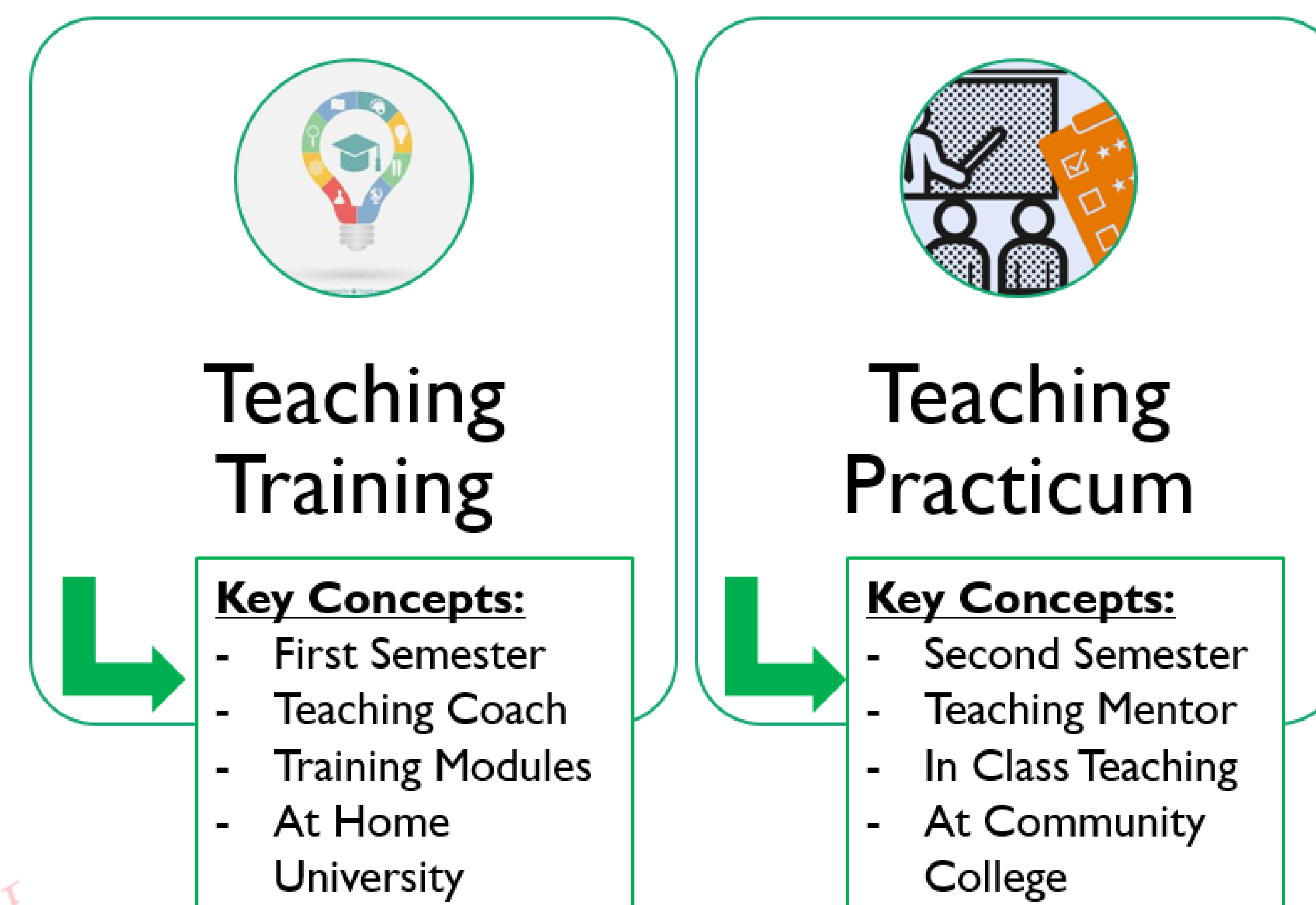
The H-AGEP model also consists of three major interventions including: a) Teaching training program, b) Professional career development, and c) Mentor identity development. These interventions prepare doctoral students for (i) effective STEM teaching at CC; (2) effective mentoring of CC students; and (3) preparation and transitioning to academic careers in CCs.

Teaching training program is critical in preparing Fellows for faculty positions at CC. The first implementation of the teaching training program was completed in spring 2018 and it has been revised based on input from the H-AGEP fellows and teaching coaches. It has also, being revised to deal with the challenges caused by COVID-19 which resulted in the program itself being delivered online and need for fellows to engage in online teaching. Assessment results show the effectiveness of the teaching training program in preparing fellows to teach in academia and the interaction with the CC faculty mentors as key in increasing CC faculty positions as a possible career path.

H-AGEP Model: Academic and Professional Resources



H-AGEP Model: Teaching Training Program



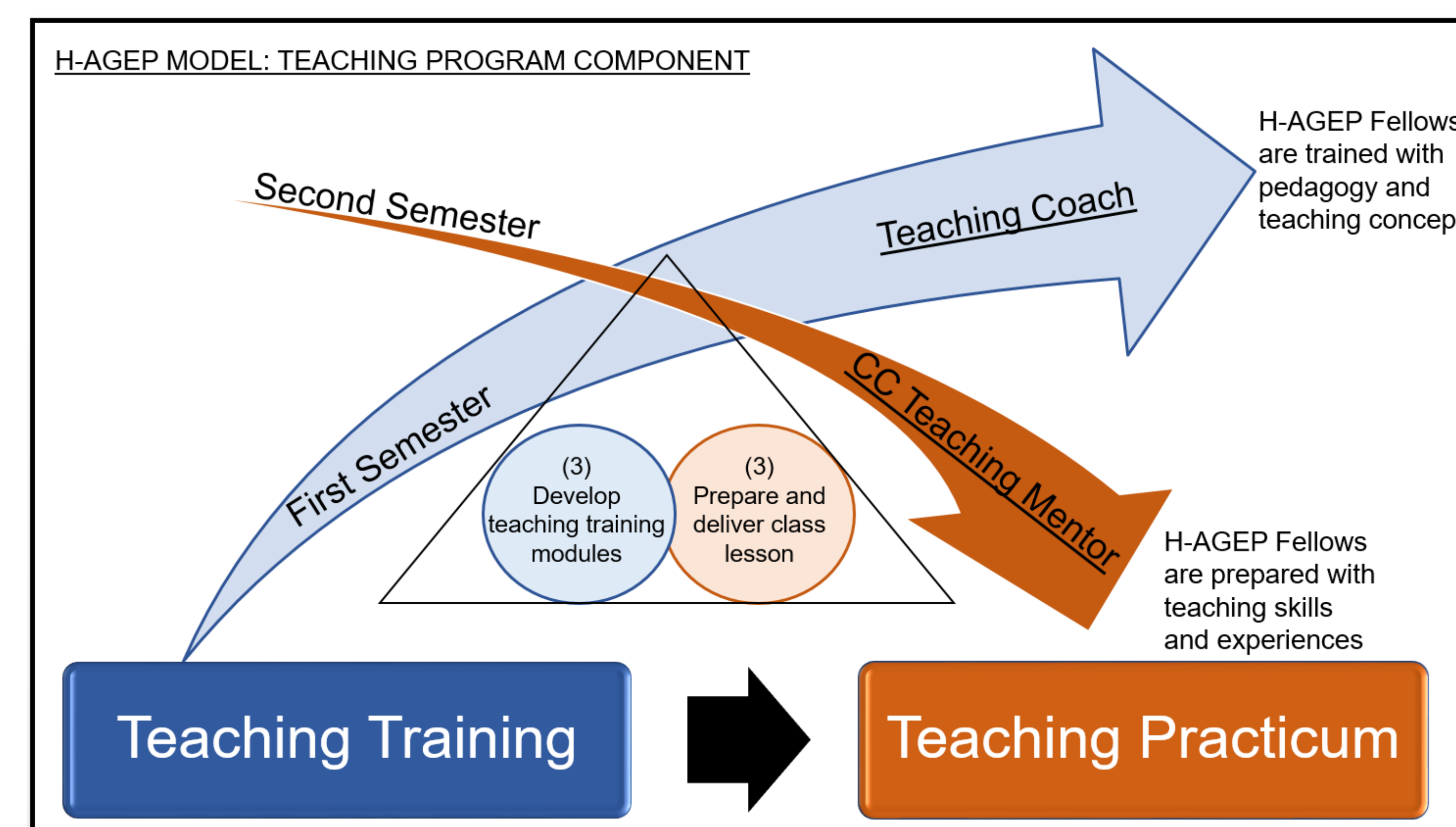
Teaching Training Phase

H-AGEP Fellows learn about pedagogy and teaching concepts through a series of self-paced modules based on the MOOC "*An Introduction to Evidence-Based Undergraduate STEM Teaching*" developed by CIRTl (under NSF Grant No. 1347605) with a weekly discussion facilitated by the teaching coaches.

Teaching Practicum Phase

H-AGEP Fellows apply the pedagogy and teaching concepts learned through the **Teaching Training Phase** by shadowing a CC faculty mentor and delivering a number of class lessons at the CC.

Unique Aspects of Teaching Program



Status of H-AGEP Fellows Teaching Training and Participation in the Practicum

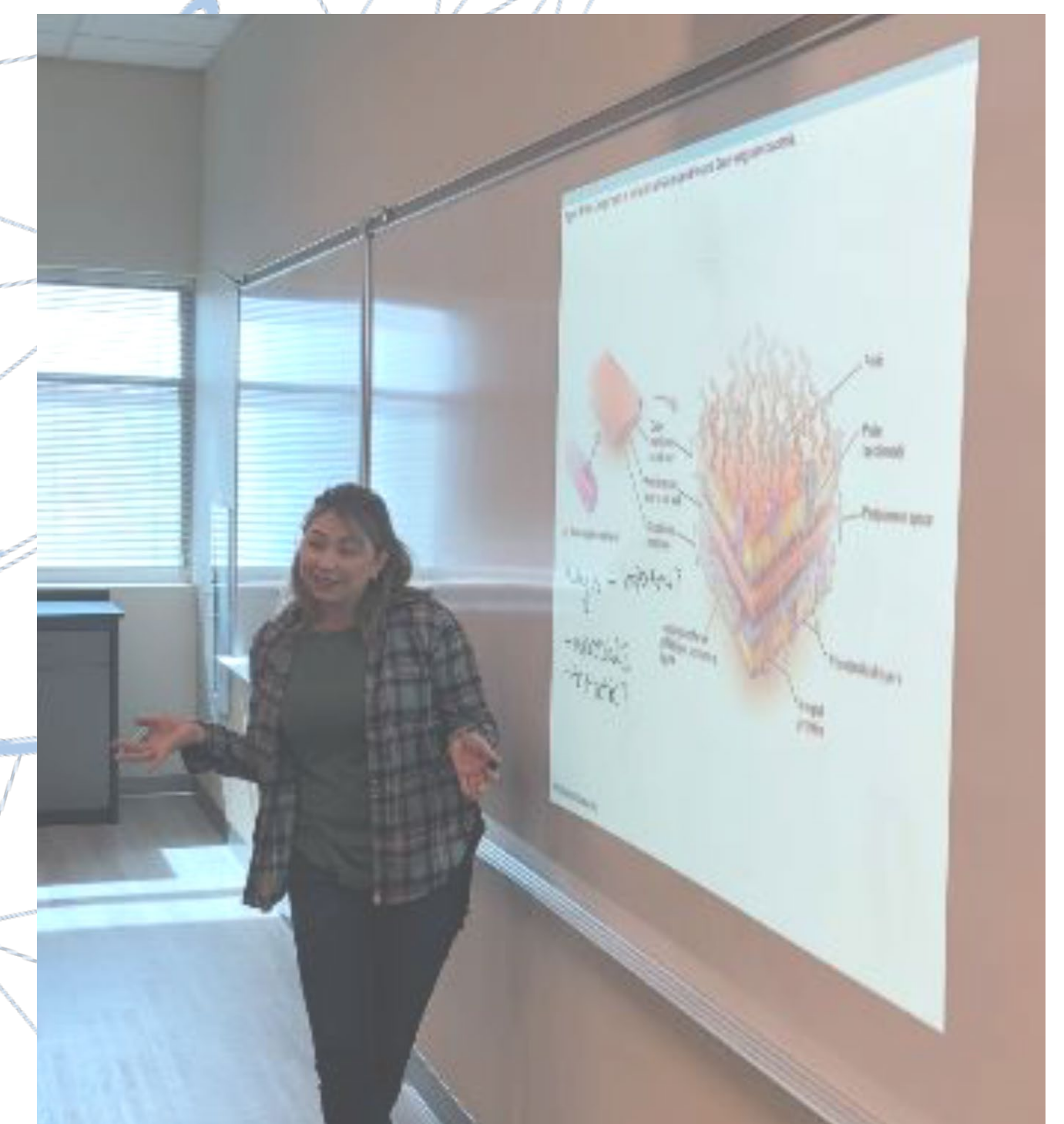
Cohort I	Cohort II	Cohort III
Three H-AGEP fellows (2 UTEP and 1 CCNY) completed their teaching program and already received their doctoral degrees.	Seven H-AGEP fellows completed the teaching training and participated in the teaching practicum last year.	- Six doctoral students were recruited (4 UTEP and 2 CCNY) in the fall of 2020. - These new H-AGEP fellows are completing their teaching training.

Adaptability of H-AGEP Teaching Program to Online Education Environment during COVID

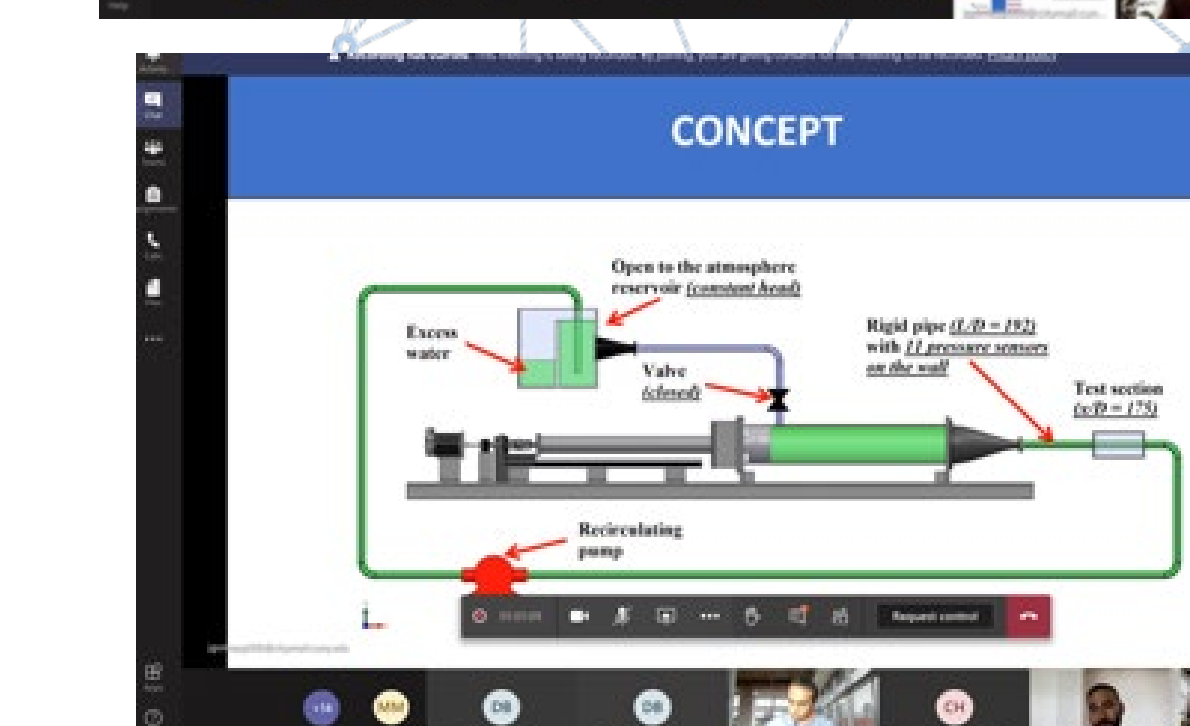
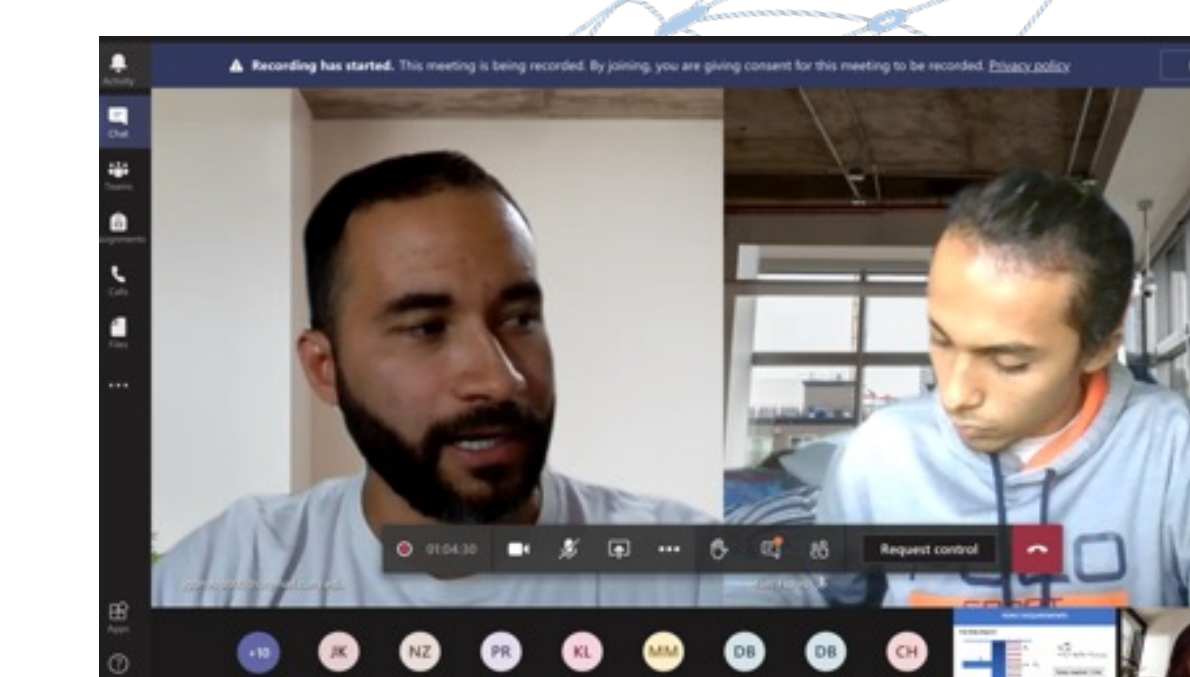
The two phases of the H-AGEP teaching program transitioned to online delivery in March 2020. The training in teaching was modified to include online teaching training.

In-Classroom Teaching Experience

Ms. Ashley Payan taught Biology 2420 (23 students) and Biology 1306/1106 (13 students) at EPCC during the spring 2020 semester. Lectures started in-person and transitioned to online on March 30, 2020.



Online Teaching Experience



Joan Gomez taught Fundamentals of Algebra in the classroom at LaGCC during the winter semester Jan 6- Feb 26, 2020. Joan also taught Engineering Design (20 students) online at Queensborough CC during fall 2020 semester.