

Overview & Goals

- Alliance of four Californian Hispanic Serving Institutions (HSIs): two research-intensive and two teaching-intensive universities
- Focuses on pedagogical training and faculty career mentoring to prepare individuals historically under-represented in STEM graduate programs for faculty careers at a broad range of colleges and universities

Goals

- Develop, implement, and test a model for creating a more diverse STEM faculty
- Model should be replicable across the nation in HSIs

Proposed Program

Graduate Career

Antepenultimate Year

Penultimate Year

Final Year

F

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AGEP Program

Year 1

Year 2

Year 3

- Students (fellows) apply to program
- Fellows selected to participate
- Fellows meet mentors
- Fellows tour CSU campuses
- Doctoral advisors are enculturated
- Summer institute
- Summer stipend

- CSU mentorship: weekly site visits, course project
- Finishing, assessing, reflecting on project
- Present project to AGEP group
- Job market materials presented

- Job market & continued mentoring
- Dissertation writing
- One semester/quarter dissertation fellowship (chosen by fellow & doctoral advisor)

The First Cohort

Early Spring 2019

- Ten doctoral students (5 at UC Merced, 5 at UC Santa Barbara) selected as the first cohort of AGEP fellows
- Each fellow paired with a mentor at neighboring CSU:
 - UC Merced paired with CSU Fresno
 - UC Santa Barbara paried with CSU Channel Islands

Summer 2019

- Fellows and mentors participated in summer institute
 - **Pedagogy (17 hrs)**
 - How People Learn & High Impact Practices
 - Interdisciplinary Instruction
 - Undergraduate Research
 - Assessment
 - Going Deeper: Make It, Refine It, Test It
 - **Career Development (5.5 hrs)**
 - CSU Faculty Panel
 - Intro to Teaching Philosophy
 - Reflect on Teaching Philosophy
 - **Mentorship Development (5 hrs)**
 - Fellow & Mentor Introductions
 - Mentor-Mentee Relations
 - MOU
 - **Networking (1.5 hrs)**
 - Networking Reception
 - **Learning-Community Building (7 hrs)**
 - Overview & Ice Breaker
 - Campus Tour & Touch Tank
 - BBQ
 - **Diversity & Inclusion (6 hrs)**
 - Campus Cultures
 - Diversity & Inclusion

Fall 2019

- Fellows participated in:
 - Mentored teaching and shadowing activities at CSUs (twice per week)
 - Bi-weekly course in classroom assessment
 - Bi-weekly check-ins with AGEP coordinator

Winter & Spring 2020

- Continued career mentoring workshops
- Monthly check-ins with AGEP coordinator

Lessons Learned


- **New conversations**
 - Time for fellows and mentors to meet and plan activities
 - Sustained discussions of diversity in academia
 - CSU faculty career panel provided new vocabulary for career discussions
- **Valuable Iterations**
 - Relationships with mentors (discipline match and MOUs)
 - Engagement with CSU students
 - Immersion in a new environment for “learning by doing”
- **The need for more information over a longer period of time**
 - Too much information presented on the first day of institute
 - More guidance for mentors on interactions with fellows
 - More information for students and mentors on expectations, especially in regards to the assessment project
 - More deliberate networking and professional development
 - More cohort activities at the CSU for fellows
 - More interactions between fellows and CSU students
- **Costs**

Cost per Local Fellow		
	SB	Merced
Summer Institute Stipend	\$4.0k	\$4.0k
Fall Teaching Fellowship (Stipend)	\$11.0k	\$11.0k
Fall Quarter/Semester Tuition	\$5.5k	\$6.5k
Graduate Division Dissertation Fellowship (Stipend)	\$8.0k	\$11.0k
Quarter/Semester Tuition	\$5.5k	\$6.5k
Total	\$20.5k	\$21.5k

Cost per Local Mentor	
Stipend	\$7.5k
Classroom Funds	\$3.0k
Total	\$10.5k

Additional Cost per Cohort (per year)	
UC Project Coordinator	\$25k
CSU Project Coordinator	\$25k
Instructors	\$40k
Events & Misc.	\$10k
Total	\$100k

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Steps Toward a Sustainable Model

- **Reduce Time/Effort: Streamline Processes**
 - Choose fellows later in academic year (possibly Spring)
 - Improve and refine matching process of mentors-fellows
- **Immediate Cost-savings**
 - Replace dissertation fellowship with summer stipend
 - Reduce travel and number of instructors by using remote/distance delivery
- **Mitigate Essential Costs through Institutional Support**
 - Develop centralized support from UC and CSU systems
 - Pursue paid CSU teaching stipends for UC fellows (union issues remain)
 - Persue distributed funding from UC Office of the President, CSU Chancellor, UC Graduate Divisions, and academic departments