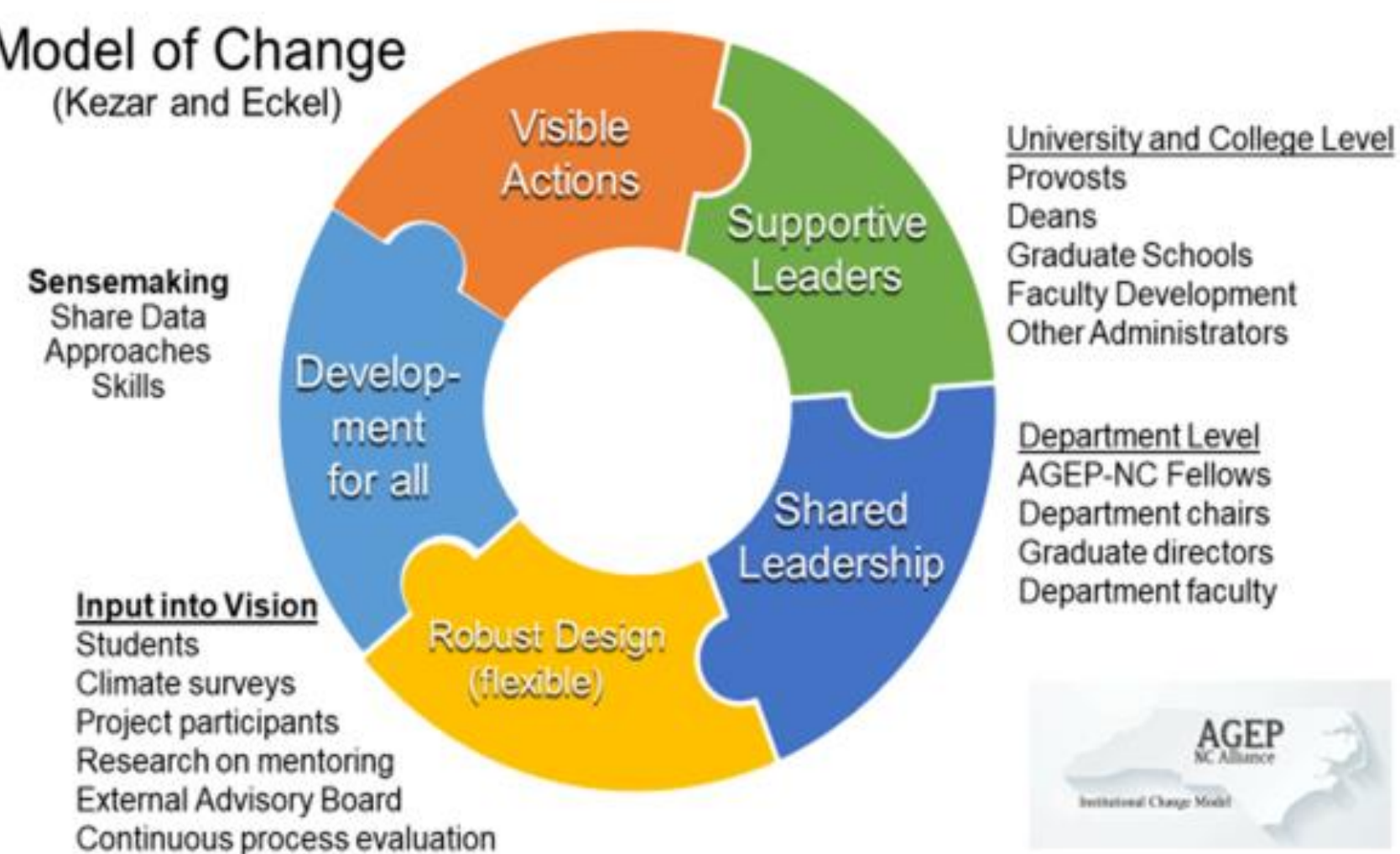


# AGEP-NC: A Change Model for Doctoral to Faculty Diversity in STEM

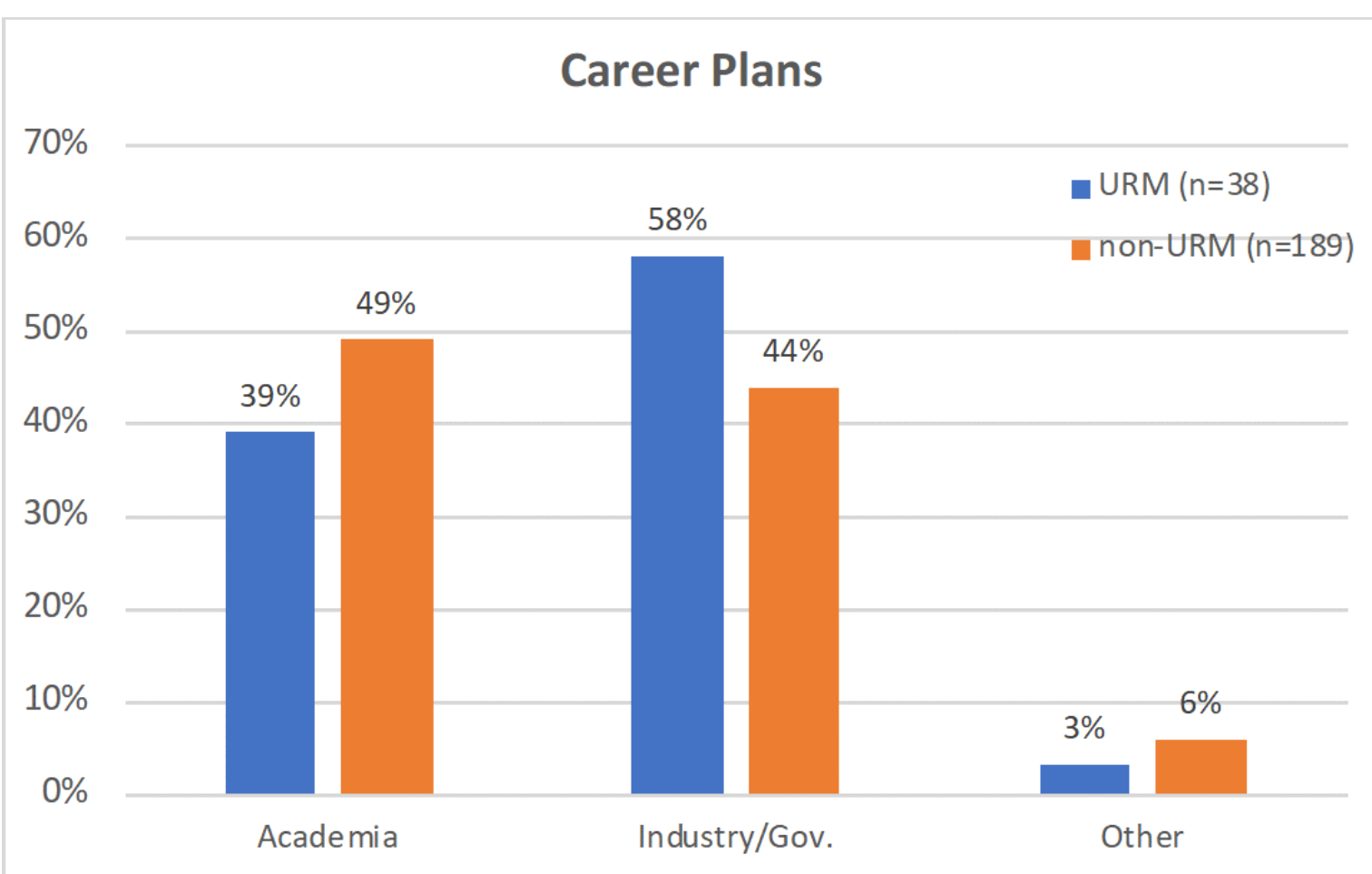
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## I. Introduction

- AGEP-NC is an alliance of three NC universities with different demographics impacting directly at least 25 STEM PhD granting departments.
- Since URM doctoral students spend most of their time exposed to the culture of their academic department as they take classes, conduct research, and interact with departmental faculty, staff, and other graduate students, the climate they experience and the support they receive at the departmental level can have a major impact on their success.
- Using institutional theory as the analytical lens, AGEP-NC examines how one collaborative project implements a faculty-led institutional change model for diversifying the STEM professoriate.



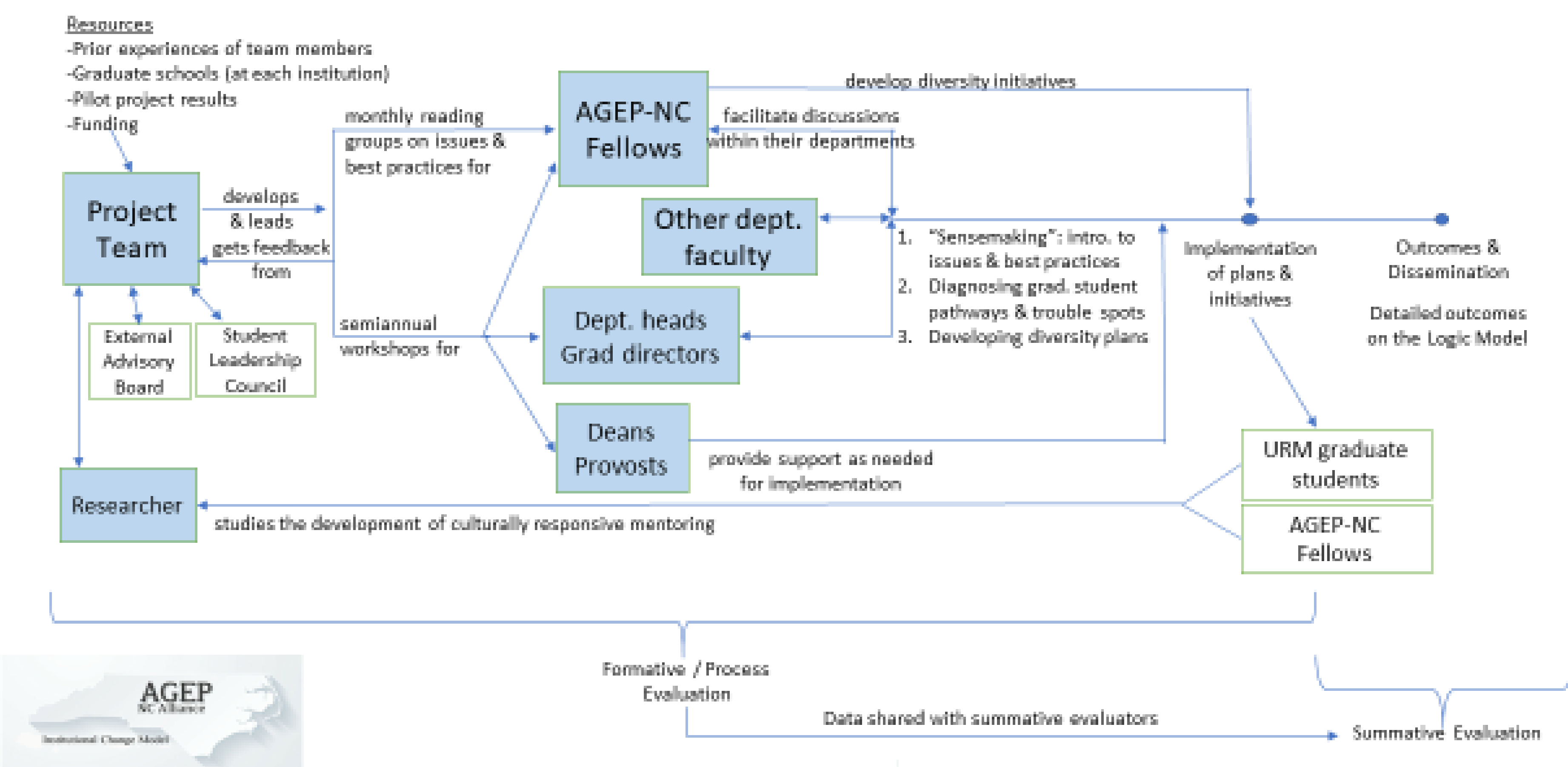
AGEP-NC Baseline Data on URM PhD Career Plans



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Project Structure: AGEP NC Alliance  
An Institutional Transformation Model to Increase Minority STEM Doctoral Student and Faculty Success



## II. Faculty Fellows

Faculty fellows become knowledgeable about the issues that keep URM doctoral candidates from completing their degree programs and seeking academic positions.

Fellows develop initiatives to raise awareness, promote buy-in among the faculty.

Facilitate departmental diversity plans with:

1. Doctoral student baseline demographics
2. Faculty assessment of program URM obstacles
3. Three concrete actions based on (2)
4. Discussion of how (3) will be sustained
5. Discussion of how the plan will improve departmental climate, practices, and policies for URM students

## Key Program Outcomes

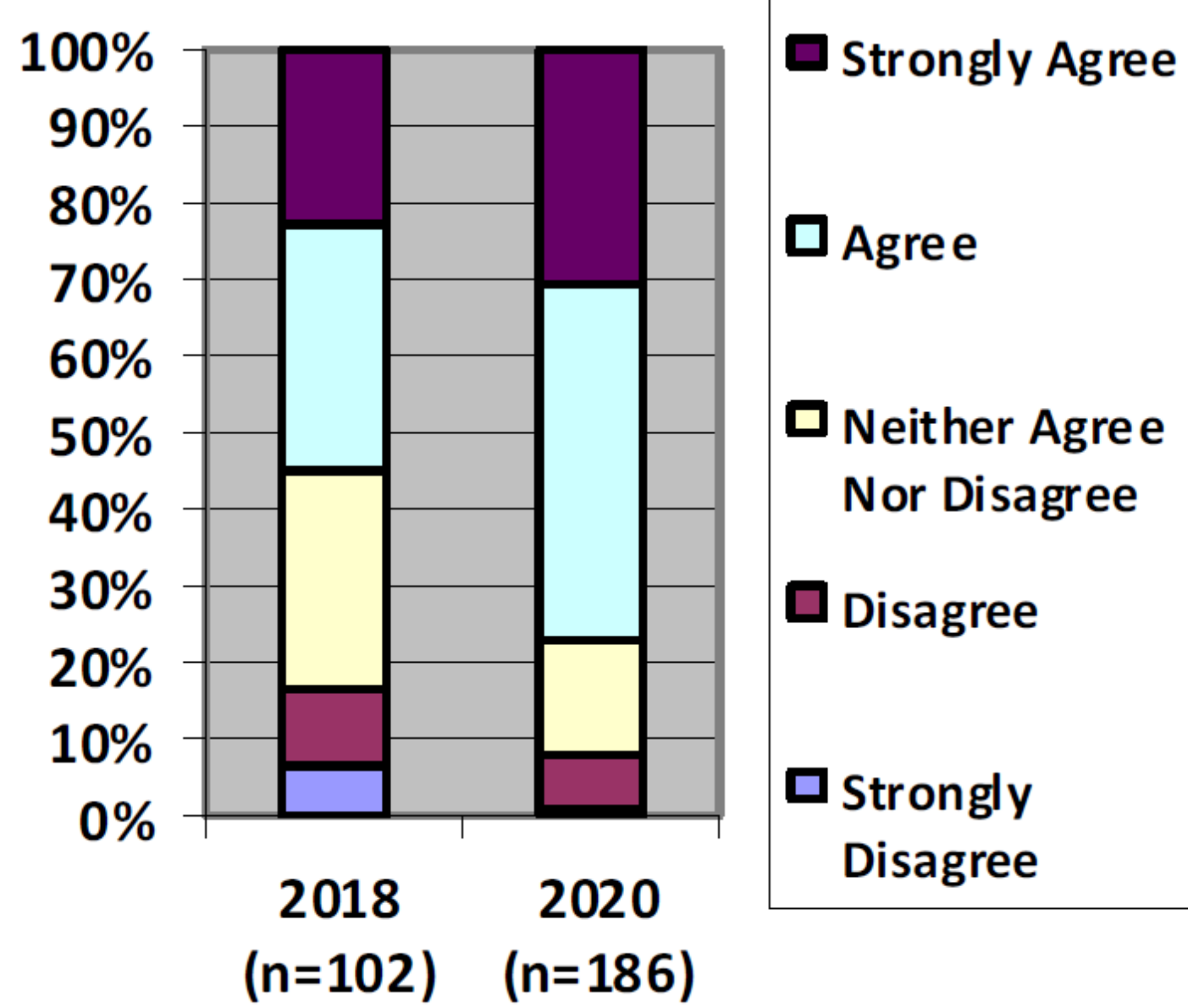
- 1) Positive changes in perspectives of faculty about diversity in their graduate programs
- 2) Changes in policies and procedures at dept and grad school levels to enhance diversity support
- 3) Increased use of best practices for cross-cultural mentoring of URM graduate students
- 4) Improved department climate for graduate students and faculty
- 5) Improved URM grad student progress toward Ph.D. completion
- 6) Adaptation and adoption of model by STEM departments at each university in the Alliance
- 7) Adaptation and adoption of model by departments at other universities

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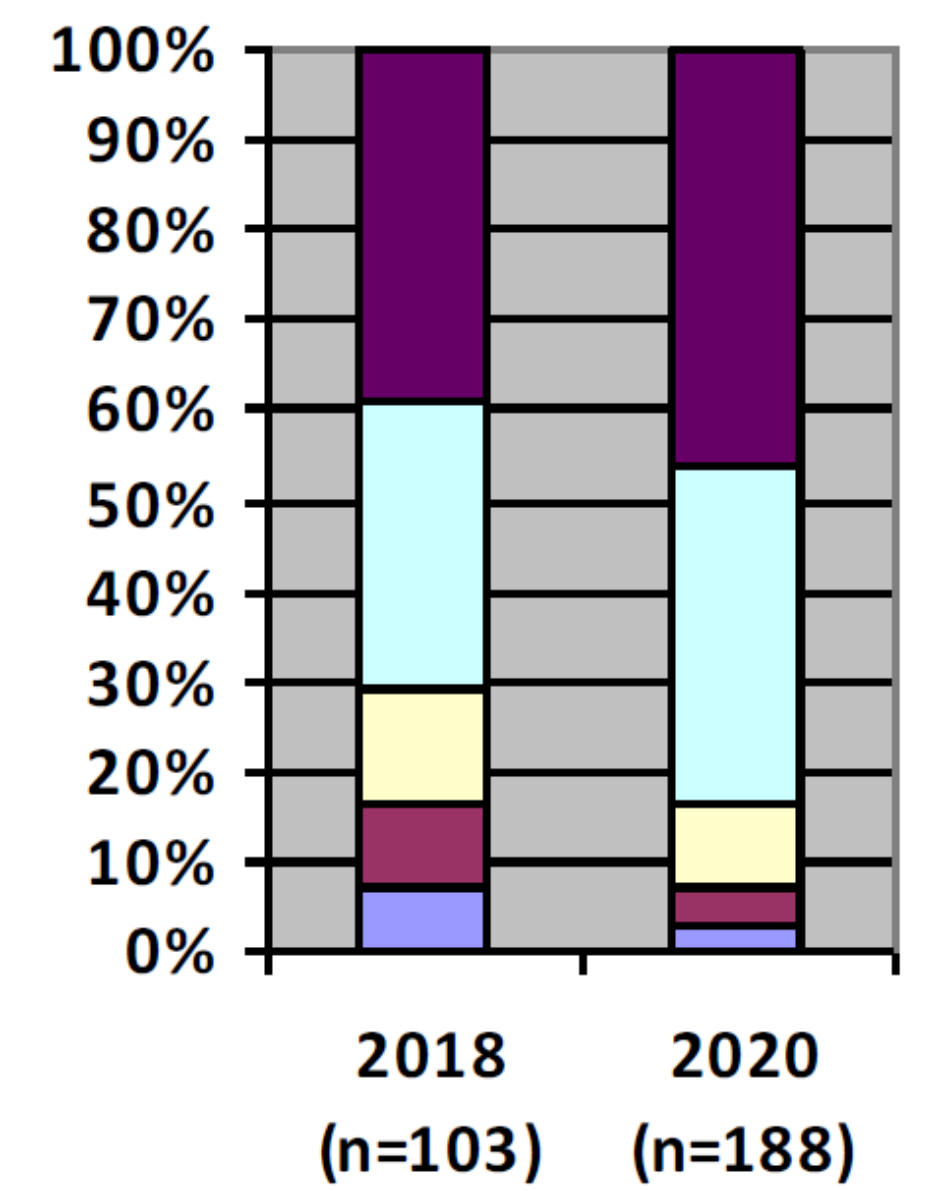
## III. Conclusions

After 2 years, there is some data that indicates an improvement in departmental climate for URM students. These results are based on 5 departments at one institution. Note that there have been large societal changes in these two years as well, and it is difficult to disentangle effects of the AGEP-NC project from these societal shifts.

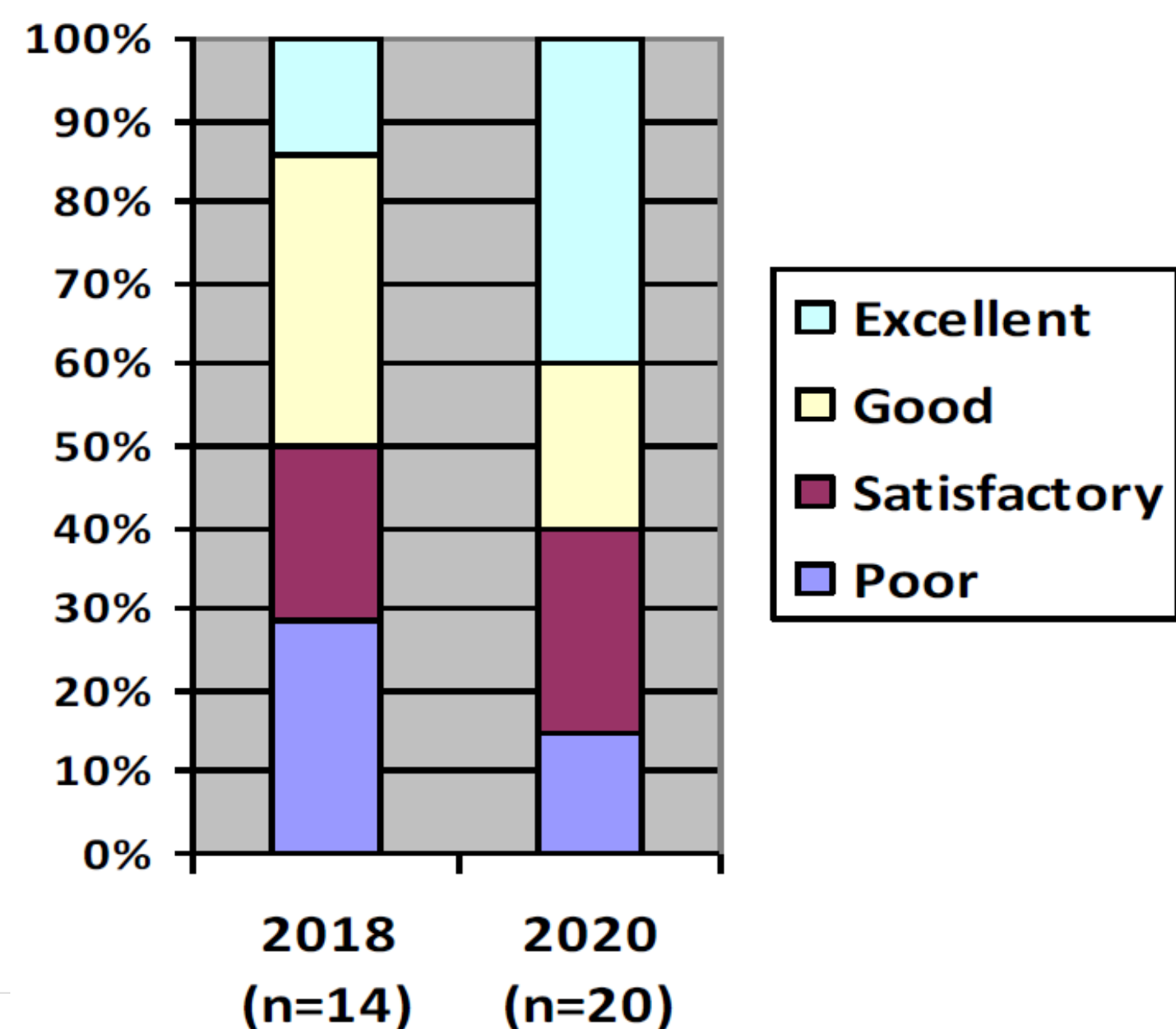
My Department Emphasizes the Importance of Diversity



I Feel Safe Voicing My Feelings to My Advisor



URM PhD Rating of Department Environment for URM Students



At the suggestion of the AGEP-NC External Advisory Board, an AGEP-NC Toolkit is available at [agep-nc.org/index.php/toolkit/](http://agep-nc.org/index.php/toolkit/) that can be used by the alliance departments as well as others for dissemination of the AGEP-NC institutional change model.