Panel III: Creating institutional practices to improve support for all students

Dr. Christine S. Grant
Associate Dean Faculty Advancement
Professor of Chemical & Biomolecular Engineering
NC State College of Engineering

Dorothy and Roy Park Alumni Center 2450 Alumni Drive Raleigh, NC 27606
Chancellor’s Board Room and Reception Room May 22 – May 23, 2017
Who’s the Advisor?

Omoloia Eniola-Adefeso
Full Professor (CHE) U. Mich

Rhonda Franklin
Full Professor (ECE) UMn
“I could focus on telling you about my participation in graduate initiatives focused on broadening participation such as: AGEP, IMSD, GEM and SREB.”
Incentivizing REAL Reform

- Reframe faculty success
- Train Faculty as mentors
- Get faculty out of the lab
- Incentivize Career Development
- Alter graduate courses/programs
- Give Junior scientists a voice

Based on information found here: http://sites.nationalacademies.org/PGA/bhew/graded/index.htm
Another report?
“It’s certainly possible, of course, that one or both of these new efforts will finally crack the secret of how to incentivize real reform.”

B.L. Benderly “Will more studies of the training and career mess actually create change?” Source: Science (sciencemag.org ; Taken for granted stories)

“Today – I will focus on a dialog about cross cultural mentoring – where the mentors are women of color and the mentees are from several different cultures. The majority of studies focus on the women and underrepresented minorities as being the recipients of the mentoring....”
• **Cross-cultural mentoring** involves an ongoing, intentional, and *mutually enriching* relationship with someone of a different race, gender, ethnicity, religion, cultural background, socioeconomic background, sexual orientation, or nationality.

• The identification of *values* that are held in common, even across difference, leads to the development of *trust and understanding*.

• The commitment to a vision of *inclusive excellence* inspires one to clear educational pathways and help others overcome obstacles and limitations.

*From a talk by:
Betty Neal Crutcher (Wheaton College) “Cross-Cultural Mentoring: A Pathway to Making Excellence Inclusive”
Source: https://www.aacu.org/liberaleducation/2014/spring/crutcher*
“It is important to understand that your mentor does not have to be just like you for the relationship to work well. The person may be female or male, young or old, of the same or a different race, culture, religion, temperament; s/he may be at the same company, institution, or agency as you, or work in a different field altogether.”

“The important point is to find someone compatible who is sensitive to your unique job or educational situation, has the appropriate knowledge and experience you seek, and is interested, willing, and able to participate in a mentoring relationship with you.”

Book available here: http://store.elsevier.com/Success-Strategies-From-Women-in-STEM/isbn-9780123971814/
best practices based on lessons learned by seasoned faculty, admin, staff mentors:

• Those **motivated to mentor** mentees whose backgrounds or identities differ from their own must be adept at navigating cultural boundaries—personal, gendered, racial, ethnic, and geographic.

• Because of the complexity of cross-cultural mentoring, mentors need to **possess certain attributes** or virtues, including active listening skills, honesty, a nonjudgmental attitude, persistence, patience, and an appreciation for diversity.

• Mentors must **maintain a dual perspective**, seeing the mentee as an individual as well as part of a larger social context.

• For the relationship to survive times when the mentee does not take the mentor's advice, it is important that the mentor **avoid becoming overly prescriptive** or invested in the mentee's choices.

• Mentors **set boundaries** and don't become friends with their mentees, at least not for quite a while.

*From a talk by: Betty Neal Crutcher (Wheaton College) “Cross-Cultural Mentoring: A Pathway to Making Excellence Inclusive”
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Revisit

Mentoring

- Reflect
- Empathize
- Vary
- Implement
- Seek
- Iterate
- Teach

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“Peer Mentoring Summits for WOC Engineering Faculty”
NSF ADVANCE Leadership award 0545269
PIs: Christine S. Grant, Ph.D. and Jessica DeCuir-Gunby, Ph.D.; NC State University
Where are the participants now?! (Partial Listing)
<table>
<thead>
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<tr>
<td><strong>Norma Alcantar (CHE) USF</strong></td>
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<td><strong>Jessica DeCuir-Gunby (Ed.Psy) NCSU</strong></td>
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| **Monica Cox (Eng. Ed.) Purdue**  
**Omoloia Eniola-Adefeso (CHE) U.Mich** |
| **Susana Lai-Yuen (IE) USF**  
**Jennifer Lukes (ME) UPenn**  
**Stephanie Luster-Teasley (CHE) NCA&T**  
**Iris Rivero (IE) TexasTech->Iowa State** |
| **Sylvia Thomas (EE) USF**  
**Chekesha Liddell Watson (MSE) Cornell**  
**Leigh Winfrey (NE) UF**  
**Rosalind Wynne (EE) Villanova**  
**Julie Ivy (ISE) NCSU** |
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<td>Karen Butler-Purry (ECE) TAMU</td>
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<td>Theda Daniels-Race (ECE) LSU</td>
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<td>Monica Cox (Eng. Ed.) Purdue-&gt;Ohio State</td>
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| Tamara Floyd Smith (ChE) Tuskegee  
  *Interim Assistant Provost*  
  *Professor of Chemical Engineering* |
<p>| Stephanie Adams (ISE) VCU-VATech |
| Norma Alcantar (CHE) USF |
| Tonya Peeples (CHE) Uiowa |
| Jelena Srebric (ArchE) PennState -&gt; Umd |
| Jennifer Lukes (ME) UPenn |
| Rhonda Franklin (ECE) UMin |
| Kim Jones (CE) Howard |
| Jennifer Lukes (ME) UPENN |
| Pamela McCauley (IE) UCF |
| Julie Ivy (ISE) NCSU** |</p>
<table>
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<td><strong>Robin Coger</strong>: Dean (NCA&amp;T)</td>
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<td><strong>Karen Butler-Purry</strong> (TAMU): Associate Provost for Graduate &amp; Professional Studies</td>
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<td><strong>Annie Anton</strong> (GA Tech) Chair School of Interactive Computing</td>
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<td><strong>Kim Jones</strong> (Howard) Chair Civil &amp; Env. E</td>
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<td><strong>Janet Rutledge</strong> (UMBC) Vice Provost &amp; Dean Graduate School</td>
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*Where are the participants now?! (Partial Listing)*
Cross cultural mentoring.. The Next Dialog

• How important is it for URM women faculty to be a resource for CC mentoring to promote diversity and inclusion in the academy?

• How can URM women leverage in leadership roles in the academy to promote/inform CC mentoring to foster diversity and inclusion in graduate programs?
Revisit Mentoring

- Reflect
- Empathize
- Vary
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Multi-cultural Mentoring

By our diverse teams!

One of our NSF Funded Mentoring projects...

Website: https://mentoringcatalyst.org/