



Developing a Diverse STEM Professoriate through Collective Impact

APLU INCLUDES 2018 SUMMIT REPORT



ASSOCIATION OF PUBLIC & LAND-GRANT UNIVERSITIES





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Contents

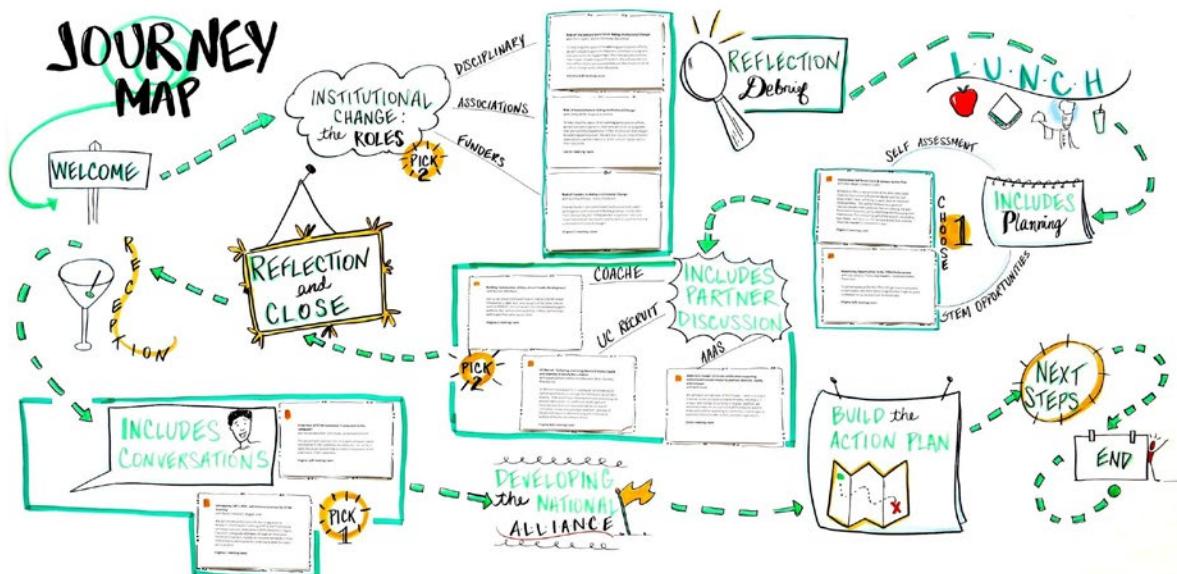
- 1** Developing a Diverse STEM Professoriate through Collective Impact
- 2** Institutional Change: Roles
- 4** INCLUDES Planning
- 5** INCLUDES Partner Discussions
- 7** INCLUDES Conversations
- 7** Developing the National Alliance for an Include and Diverse STEM Faculty
- 12** Summary & Post-Summer Survey Results
- 13** Next Steps for Participants
- 16** 2018 INCLUDES Summit Registrants

Developing a Diverse STEM Professoriate through Collective Impact

APLU INCLUDES 2018 SUMMIT REPORT

The second INCLUDES Summit, held in Alexandria, VA, on April 24–25, 2018, again brought together institutional leaders and context experts from various institutions and organizations to participate in the INCLUDES initiative on broadening the participation of women and underrepresented minorities within STEM faculty and student bodies. This second summit, made up of researchers, administrators, and policymakers, focused on the exchange of campus program experiences, insights and successes from Diversity initiatives, strengthening cross-institutional relationships, and developing guiding principles and articulated speaking points to drive the case for diversity and inclusion in STEM faculty hiring and student recruitment. **In sum, 83 registrants from over 50 institutions and 15 partner organizations were represented at the summit.**

Participants were welcomed by Howard Gobstein (Executive VP, APLU, & PI) and Travis York (Director of Academic & Student Affairs, APLU, & Co-PI) who then invited all attendees to find a partner, create a Business Card by interviewing their partner that could then be posted in a gallery for everyone to see the network of people in attendance. Travis introduced the STEM Environmental Scan map, made life size and interacted with it to show missing crucial overlaps, connections, and components in the various paths from student to faculty. This set the stage for defining how disciplinary societies, associations and funders could affect institutional Change.



Institutional Change: Roles

Participants discussed the roles of three entities in fostering institutional change: disciplinary societies, associations, and funders. There were two sessions or “rounds,” and participants could engage in conversation about how two out of these three entities could leverage positioning to increase diversity and equity in science.

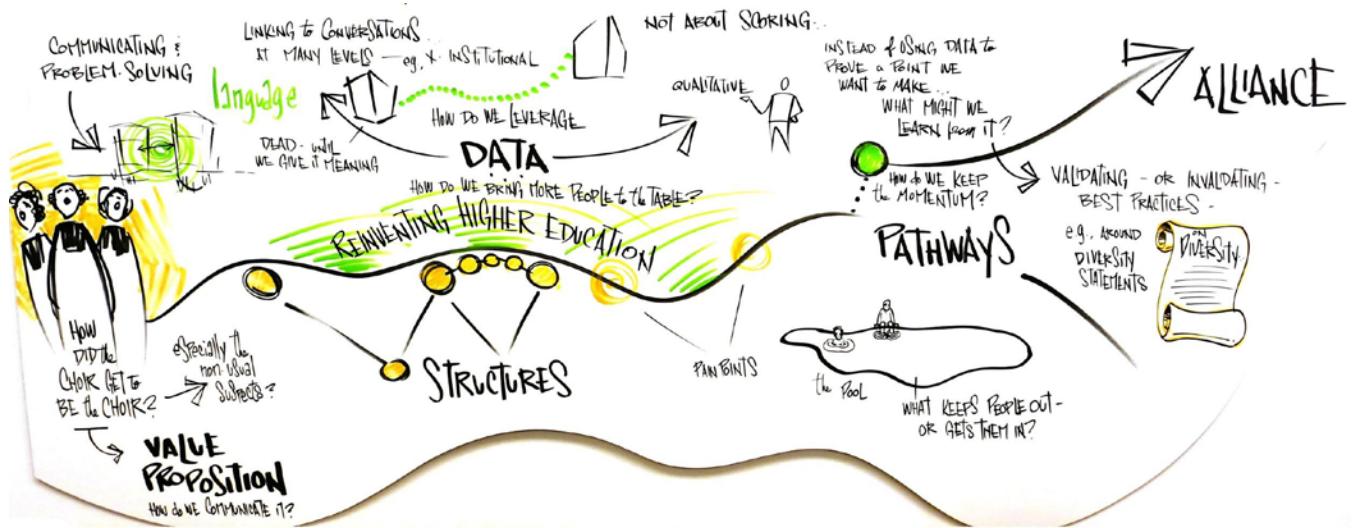
The session on Disciplinary Societies in Aiding Institutional Change was facilitated by Terri Taylor (ACS), Ashley Donovan (ACS), and Kacy Redd (APLU), who prompted the group to share activities or programs happening in their disciplinary societies that impact broadening participation. In this session, participants discussed how different disciplinary societies use their levers to drive culture change within their discipline. The group discussed ways to facilitate dialogue and how the work and activities of disciplinary societies can be integrated into institutions.

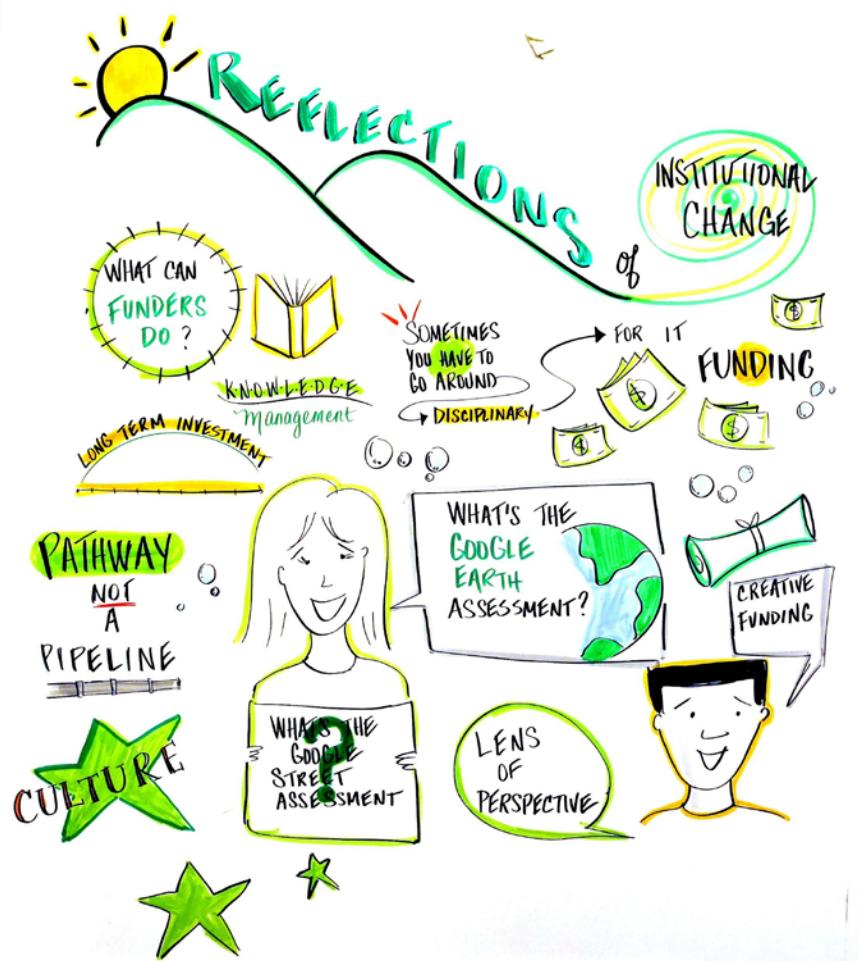
The second group focused on the role of Associations in Aiding Institutional Change. The session, hosted by Emily Miller (AAU) and Eugene Anderson (APLU), centered conversation around two questions of how to implement the IChange Network by identifying barriers, how to ensure leadership transitions have little impact on IChange initiatives, and how different associations use their levers to drive culture change within their discipline.



The third group focused on the role of Funders in Aiding Institutional Change. The session, hosted by Cynthia Phillips (NSF) and Howard Gobstein (APLU), was designed to identify the respective roles and responsibilities of institutions and funders partnering together. The groups looked at broad questions to how funders can effect change, identifying the change levers, and defining specific faculty diversity examples.

After seeing and participating in two role areas, attendees came back together to share their insights and learnings from conversations. Across the multiple conversations had in the small group discussions, participants agreed that the most important task was to articulate the value proposition for diversity in science: what's in it for me, for the institution, for partner associations, for hires, for students and culture at large.





INCLUDES Planning

Attendees then could attend sessions on the APLU Diversity Recruitment and Retention model and tools or the STEM-OP, a survey to learn more about strategies being implemented to broaden participation.

The Institutional Self-Assessment & Campus Action Plan session featured Kimberly Griffin (University of Maryland) who shared updates on the APLU INCLUDES Diversity Recruitment/Retention Model and the Self-Assessment Tools. A panel of representatives from campuses that piloted the Self-Assessment Tools in Spring '18 shared their experiences. Allan Mabe (APLU) led participants through the beginnings of the formulation of the companion Campus Action Plan and resources needed to implement a plan.

The Maximizing Opportunities in the STEM Professoriate, hosted by Lisa Lattuca (University of Michigan), Gay Stewart (West Virginia University), Kasandra Kasten (West Virginia University), Travis York, was a session to identify how to garner exposure for the Survey to Expand & Maximize Opportunity in the Professoriate (STEM-OP); get more institutions to participate, and learn about programs that might be good candidates for institutions to reach out to individually.

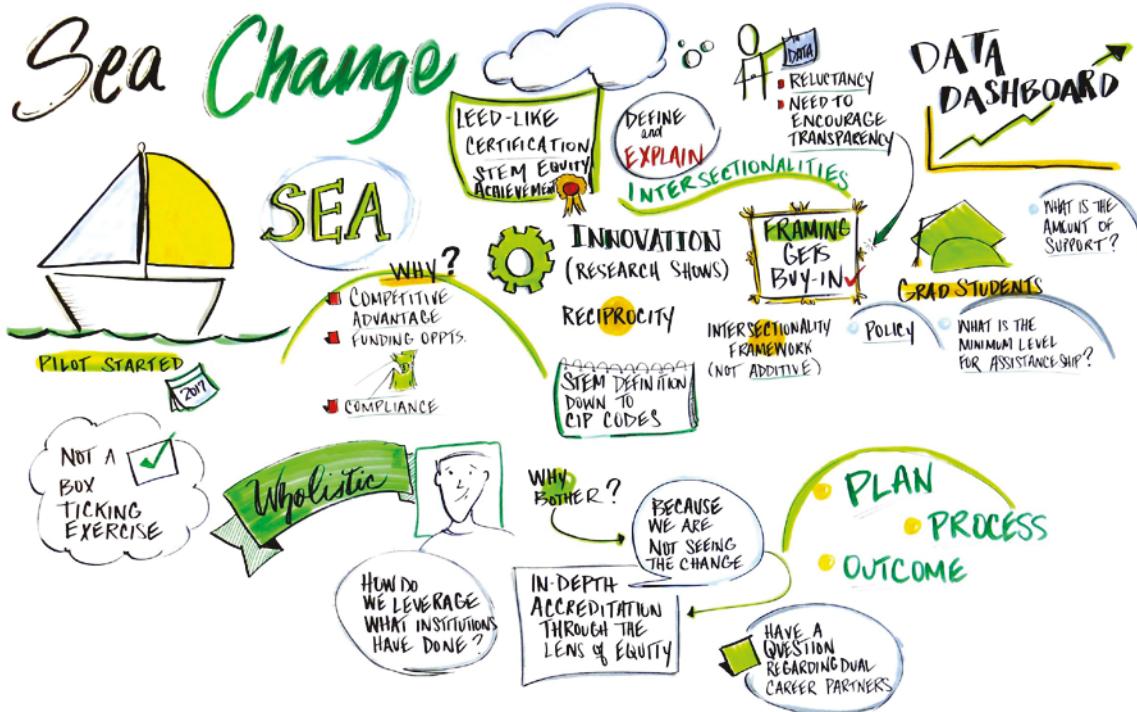
Launched in November of 2017, the STEM-OP was developed by the Pathways Task Force with feedback and contributions from over 50 higher education and STEM leaders. The survey seeks to identify a series of transformative institutional activities aimed at increasing participation along the STEM pathways toward the professoriate. The information collected from institutions participating in the STEM-OP has been used to create a curated cases of evidence-based strategies that institutions can employ to increase the success of underrepresented groups in the STEM pathway. These innovative strategy profiles are publicly accessible, searchable web-based platform hosted by APLU's Network of STEM Education Centers (NSEC): <https://serc.carleton.edu/StemEdCenters/programs.html>.

INCLUDES Partner Discussions

Attendees had the choice of seeing two of three presentations from INCLUDES partners (AAAS, UC Recruit and COACHE), each sharing lessons and success stories around their program and how it has been implemented at institutions.



Partner AAAS presented *SEA Change: LEED-like certification supporting institutional transformation to promote diversity, equity, and inclusion* with Beth Ruedi sharing details about the project. STEM Equity Achievement (SEA) Change supports institutional transformation in support of diversity and inclusion, especially in colleges and universities. SEA Change's self-assessment, metrics, and certification program advances systemic institutional and departmental reform to enable success in higher education and research missions. This success is achieved by ensuring that the full range of student and faculty talent can be recruited, retained, and advanced in science, technology, engineering, medicine, and mathematics for the value and excellence achieved by including all talent in these fields. SEA Change focuses on structural barrier removal for women, blacks, Hispanics, Native Americans, and people with disabilities, as well as others who are marginalized. The presentation covered what is it, how is it similar to the UK Equality Charter Process, and how is it unique. SEA Change is currently in its pilot, and thus is constantly evolving, especially in response to input from experts and participating institutions. Beth asked for input on the current draft framework, ways to make participation appealing to institutions, and changes that can ease institutional burden while complete applications.



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Partner UC Recruit presented *Collecting and Using Data to Enhance Equity and Diversity in Faculty Recruitment* with Susan Carlson, Kimberlee Schauman, Marc Goulden, and Max Garrick. UC Recruit is a web platform used by all ten

University of California campuses to manage the full faculty recruitment process: from search plan development and advertising the position description, to submission of job applicant materials and letters of recommendation, to search committee review and candidate selection, procedural review and approval, data archiving and institutional analysis of faculty recruitment efforts. Key partners in the UC Recruit partnership described the core capacity of the online recruitment management system; the power of collecting data across campuses; the use of administrative reports to understand hiring patterns, successes, and challenges; and the opportunities the data opens for empirical studies of equity in faculty recruitment and the effectiveness of presumed “best practices” in recruiting a diverse faculty.



collaborative on academic careers in higher education

Partner Collaborative On Academic Careers in Higher Education (COACHE) presented *Building Communities of Data-driven Faculty Development* by Kiernan Matthews. The

session started with a brief tutorial on how to read a COACHE report, followed by participants who described what their institutions did in response and what they've accomplished. COACHE shared other work and updates that are in development such as the exit survey, the Canvas-based support platform, the seminar and workshop and partnerships with researchers who use their data. The session ended with a conversation around what answers from the data helps in the work as leaders of faculty.

INCLUDES Conversations

INCLUDES Conversations focused on sharing experiences, best practices and trying to solve some of the stickier issues unique to diversity and inclusions programs.

Ansley Abraham, Irene Avila, Jacqueline Huntoon hosted a conversation on the topic, *Is the Pool of STEM Candidates Transparent to the campuses?* This session examined whether the strategies campuses use to find diverse STEM candidates are adequate. The session focused on the following questions:

- Is the pool of STEM candidates too small or are campuses unable to find the existing pool of diverse STEM candidates?
- Do the campuses built pools of STEM candidates fully reflect what is available in the discipline?
- Are there convenings of underrepresented STEM candidates in various venues that are not fully reflected in campus pool building?
- Can we have a better national system of pool building for underrepresented STEM candidates that is fully recognized in campus pools?
- What can be done on both sides to make this system more effective?

Sarah Hokanson and Angela Linse hosted the conversation, *CIRTL & POD Present: Inclusive practices for STEM Graduate Students*. In this discussion, they introduced the Center for the Integration of Research, Teaching and Learning (CIRTL), the Professional and Organizational Development (POD) Network in Higher Education, and guided attendees through an interactive faculty development module on inclusive pedagogy to help institutional leadership better understand what this looks like in practice.

Developing the National Alliance for an Include and Diverse STEM Faculty

With an introduction to their recently submitted proposal to collaborate in an NSF INCLUDES Alliance, CIRTL & APLU staff engaged participants in an in-depth conversation about the proposal components. The APLU & CIRTL lead alliance proposal includes Iowa State University; the University of California, Los Angeles; the University of Texas at El Paso; and the University of Georgia as collaborators. Collectively, we plan to partner with dozens of other universities, two-year colleges and organizations across the country.

The alliance will support efforts to help universities cultivate a more inclusive and diverse faculty aimed at increasing the access and success of underrepresented STEM students. The alliance would pursue three mutually reinforcing strategic goals:

- Deepen the preparation of all future and current STEM faculty to be inclusive and effective in their undergraduate teaching, research mentoring and advising;
- Diversify the national faculty through effective recruitment, hiring, and retention of underrepresented STEM faculty via inclusive institutional practices and policies;

- Foster postsecondary institutional cultures that recognize and value inclusivity and diversity broadly, and in the context of STEM faculty specifically.

After attendees were briefed on the alliance proposal, they were then engaged in small group discussions around four topic areas to identify common levers and barriers that enable diversity and inclusivity initiatives during the recruiting and hiring process at learning institutions—these questions tied directly to proposed work of the Institutional Change Initiative within the alliance proposal. Facilitated by Howard Gobstein, Travis York, Steven Thomas (Michigan State University), and Gretal Liebnitz (ProActualize Consulting), attendees were divided into small working groups to answer the question of what actions can we take to provide movement and traction in the areas: value to institutions, risks in adopting diversity and inclusion initiatives, partnerships, and leadership.



Value to Institutions

The working groups firmly believe there must be a clear path to the change process and



The effort requires an articulated value proposition: It is important to have a clearly articulated value proposition to impress upon institutions and leadership, clarifying why Diversity and Inclusion STEM programs for faculty and students are important for institutions, for future students, and for the society of tomorrow. The more we are able to support arguments with data points illustrating the benefits of diversity and inclusion in science, the better and more compelling our arguments will be.

Provide a customizable Diversity and Inclusion in STEM tools for institutions to implement: Many institutions don't know where to start with Diversity and Inclusion in STEM hiring and recruitment. Providing kickstarter resources and tools that can be adapted for an institution's context can assist in the implementation and acceleration of institutional adoption. Importantly, participants noted, that while these tools can be helpful to launching strategies, institutions should be reminded that there is no "silver bullet" when it comes to the difficult work of making our organizations more inclusive. True inclusivity requires changes to institutional practices, policies, and often culture—all of which take time and strategic engagement.

Frameworks, guiding principles and best practices should include recommendations around what data points to capture, resources required, knowledge management, partner organizations, data sharing cross-institutionally, a change management plan, and a network of regional/discipline contacts doing the similar work at other institutions. Most importantly, a strong communication plan with key messaging points for the various constituents (e.g., hiring committees, marketing, faculty, students, funders, alumni, and presidents) is critical to adoption. INCLUDES and partner organizations must augment starting tools and resources with contextualized adaptation support the institutional culture shift.

It's not as scary when you have community support: Institutions need the benefit of community and relationships with others who have or are implementing and leading Diversity and Inclusion initiatives. Designing and curating a network allows members to share successes and failures, to assist each other in troubleshooting, and to connect

members to resources like consulting services to drive a program successfully. Curating a list of participating institutions and individuals and providing the forum or platform to facilitate connection and sharing supports driving the shift to institution-wide culture change.

Risks in Adopting Diversity and Inclusion Initiatives

Concerns around risks like changes to leadership, support and resources at individual institutions. Groups developed a few key guiding principles to address risks, such as:

Offer Diversity and Inclusion training sessions: Embed an inclusive approach in training students and faculty by developing methods and easy practices built into Diversity and Inclusion training programs.

Create an Assessment framework: Develop an institutional readiness assessment scorecard to assist institutions in understanding where barriers and challenges to promoting diversity and inclusion exist. Define and broaden the assessment criteria and variations, identify assessment best practices, how to gain staff and faculty buy in, and a sample roadmap to institutional culture change, charting phases and key activities as well as key resources and timing.



Give Institutions and Departments the reasons to invest in Diversity: Provide incentives to minimize risks and encourage adoption by creating an incentives structure to reward participation. Assist in the change management effort by developing a value proposition and potential ROI of investing in Diversity programs.



Partners

Groups identified frameworks for engaging partner associations and organizations:

Define the partner role, including expectations, and provide a starter tool kit: include the value proposition to being a partner in Diversity and Inclusion in STEM efforts, provide clear guidelines on how a partner qualifies, with clearly defined goals, objectives, and expectations, including terms of art. Partner relationships should provide mutual benefits like encouraging the importance of Diversity and Inclusion in STEM, selecting and awarding individual department efforts, actively engaging the workforce and STEM field, and providing a voice for the workforce perspective.

Segment partners by function to leverage the breadth of resources available: Groups segmented partners by the categories of funding, fellowship, recruitment, and programming.

- Funders: Mellon, Ford, Sloan, McKnight, HHI, SACNAS
- Fellowship: McKnight, American Association of University Women
- Recruitment: McKnight, McNair, ABRCAIS, SACNAS, AISES—these organizations can provide recruitment opportunities, exposure, career conversations, and encourage academic trade.
- Programming: McKnight can help develop research agendas, editorial services and proposals, online writing activities, and summer research

writing institutes, connect with national experts, engage alumni as mentors and recruiters, host cohorts of 300 to 400 students, and foster interdisciplinary research.

Other partners can include, but are not limited to: HACU, NIH, State University system offices, ABET, AM Psychiatric Association, SACSCOC, AIHEC and tribal nations and councils, science and technology centers, and other federal agencies.



Understand the landscape of STEM Diversity programs like INCLUDES: across all groups, each emphasized the importance of understanding other programs to share success stories, operating models, and best practices. In particular, understanding programs such as the Fisk-Vanderbilt Masters to PhD Bridge program and others, contributes to the creation of a heatmap, to identify other partners or other actors in the STEM Diversity ecosystem.

Leadership

There is a critical need for leadership in the STEM Diversity, and INCLUDES can provide this in a number of ways.



Give institutions the tools to kickstart cultural change from the top and bottom: share goals, objectives and outcomes, measures for success, search processes, policies, behaviors, training and implementation strategies, and post implementation momentum techniques to aide departments in understanding exactly the scope and effort a project like this requires. From APLU-led workshop programs to APLU staff site visits to departments, provide the consulting required to coach a team and institution through the process from cultural readiness assessment to the change management strategy implementation.

Include Student Voices: leverage the perspective and creativity of your students at all levels to help your institution to articulate the value proposition. Using principles of design-thinking, the focus is placed on user needs and behaviors and invites them to design collaboratively, ensuring better long-term adoption across the multiple pathways from student to faculty.

Build it and they will come: build regional networking platforms for individuals, teams, and institutions to connect and share what initiatives are successful and who is leading them at a local level. The groups would like to see APLU itself curating highlights from other successful programs and practices, building a repository of use cases, best practices, toolkits, and providing thought leadership around building and presenting the value proposition.

Goal Setting and Action Items

The final session of the summit was a backcasting exercise designed to draw out goals and activities that are essential when on the path to Diversity and INCLUDES.

Using a scenario looking five years in the future, groups worked in reverse to identify measurements of success, solutions to challenges and barriers, potential operating

models, frameworks, and tools, and best practices in managing cultural change in a transparent and authentic way that affects real change. Teams then paired with other team into working groups to define one or two feasible goals that drive forward INCLUDES efforts along with the key activities to make the goal real.

GOALS	SUPPORTING ACTIVITIES
Broaden the definition of learning and success in STEM and good science: help students see themselves as being successful in STEM pathways	<ul style="list-style-type: none"> Teaching assessment: switch to standards based assessment (no curve) advising: define and show diversity of pathways/careers in STEM principles of universal design into stem experience "course" broaden and reward activities
The New Normal: ANYone can do this	<ul style="list-style-type: none"> Mentoring Training policy change
Create or enhance inclusive cultures at all universities	<ul style="list-style-type: none"> evaluate current activities and resources qual/quant studies (identify voices not heard) celebrate and recognize baby steps set goals and measure them
Increase URM faculty/students	<ul style="list-style-type: none"> Mentoring Retention Boot Camps for Dissertation/Postdocs
Increase URG faculty	<ul style="list-style-type: none"> Recruitment Pathway target under academic track Retention culture focused not assimilation Encourage inclusivity in teaching/advisory/research mentor
Increase students and postdocs	<ul style="list-style-type: none"> pathway target under academic track Regional collaboration Undergrad research experience Middle/high research experience Increase faculty bandwidth Improve and socialize the approach Summer internships
Develop guiding principles and best practices	<ul style="list-style-type: none"> Embedded and integrated Accountability reward and recognition Measure student success Train for inclusive teaching Use student voices to design and support Measure both student and faculty satisfaction Encourage and foster diverse learners
Develop a holistic talent development model	<ul style="list-style-type: none"> Widespread use of inclusive teaching and mentoring in UG and Grad Connect grads/UGrad programs Change criteria for accepting and funding new grads (GREs)
Cultivate holistic faculty hiring practices	<ul style="list-style-type: none"> Equitable distribution of fellowships, travel, res. assistantships Profile development about the academy Faculty hiring aligns with institutional priorities for student success Hiring committee genuinely engaged in tasking inclusive hiring practices Using rubrics for candidate evaluation No assumptions about candidates during hiring process

Summary & Post-Summer Survey Results

Similar to our previous year's summit, the closing session incorporated personal commitments on paper planes, with some reading the commitments landing near them to other making personal commitments for all to witness. After the summit, attendees received an online survey to measure:

- What next steps were identified as a result of attending the summit;
- The value of attending and knowledge gained;
- The impact of design thinking on the agenda and ways of working; and,
- What topics should be considered for future summits.

PERCENTAGE OF RESPONDENTS WHO...

81%	felt able to address challenges faced in improving undergraduate STEM education as it applies to broadening participation to a Great to Some Extent
91%	felt able to address challenges faced in diversifying the professoriate to a Great to Some Extent
90%	got new ideas that will be useful after the workshop to a Great to Some Extent
82%	were Very Likely to extend this discussion among colleagues at their institutions
65%	were Very Likely to review draft tools
55%	agreed they were better equipped to create or sustain change at their institution as a result of attending the summit
71%	agreed they were more committed to diversifying the STEM pathway as a result of attending the summit
71%	agreed they are more committed to diversifying STEM Faculty as a result of attending the summit
87%	agreed they developed new connections with colleagues in the field as a result of attending the summit
68%	agreed they strengthened connections with colleagues in the field as a result of attending the summit
75%	agreed they are better able to identify the challenges their institution is facing as a result of attending the summit
83%	plan on attending the next APLU INCLUDES Summit

Next Steps for Participants

"Maintain and strengthen the relationships made at the summit, because that is how this stuff actually gets done."

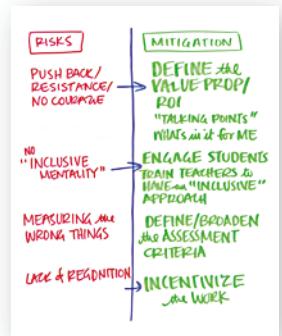
"Contact provost, president, & VP Faculty Affairs about APLU INCLUDES and serving as the contact person at my campus."

Respondents recognize the power of incremental initiatives are what build momentum leading to critical mass in cultural change. It involves networking, championing the initiative, pushing the conversation forward in departments and campus wide programs, and to continue to learn about INCLUDES and the STEM OP.

Developing collective approaches to broadening participation

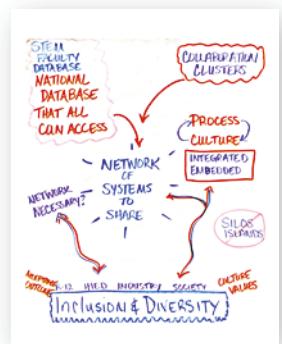
"It reinforced the need to have broad based support in effecting change."

Respondents identified some of the foundational needs required to be in place to allow scaling. Institutions need to develop collective goals, approaches need to be inclusive of more perspectives, information on INCLUDES and resources must be easily available and accessible, and we need to start and support the conversation to help broaden participation.



The Value of Design Thinking

"I really liked the design thinking format to engage more participant input and feedback."



Respondents appreciate the design thinking approach for developing the agenda for critical issues in higher education. They would like to see more facilitation of networking opportunities to build community, encouraging of cross-institutional collaborations and partnerships, the curating of more success story examples and best practices, and finally, an articulated INCLUDES value proposition to start the conversation at their institutions.

"...it helped the assembled experience and expertise in the room to surface for the benefit of APLU, whose job it is to harness all of that and leverage it toward the project's goals. I felt like we were "free consultants" to APLU, but this is GOOD, because we all stand to benefit if you accomplish your goals. We also learned from each other."

Respondents recognized design thinking allows for deeper conversations, more opportunities to co-creation solutions, encourages cross-institutional knowledge sharings, allows for greater inclusion of perspectives and experiences, and fosters community building, most essential in any movement.

The Future of the APLU INCLUDES Pilot

"It seems to me that the role of APLU is to be an advocate, voice, and resource for member institutions."

Respondents view the APLU has a voice and advocate for Diversity in STEM Faculty. APLU is perceived as the convener and facilitator of Institutional Diversity in STEM. Many view the APLU as the curator of STEM Faculty Diversity research, best practices, starting frameworks, and tools. Most importantly, respondents think of the APLU as a community of like-minded colleagues in the field of Diversity and Inclusion in STEM Hiring and Recruiting practices.

PERCENTAGE OF RESPONDENTS WHO...

81%	thought design thinking increased the attendees level of engagement during the meeting
74%	felt they were better able to contribute to the discussions and outcomes because of the design thinking format
72%	thought adding design thinking increased the groups ability to accomplish the meeting objectives
68%	thought a traditional academic summit would have produced different products
70%	would suggest a similar format using design thinking in more APLU meetings and conferences

"I think being more directive as an association will be useful. Universities need various constituencies pushing them to change."

Respondents would like to see APLU providing members with missive and more direction in implementing INCLUDES across their institutions. They would like APLU to create more opportunities to network and build community so APLU can find and curate more success stories and best practices in Diversity in STEM Faculty. Respondent would like to see APLU expand participation outside of faculty, adding the voices of UG/G students and department staff.

We are grateful to share that with our recently announced receipt of an NSF INCLUDES Alliance grant, APLU along with its primary collaborator the Center for the Integration of Research, Teaching, & Learning (CIRTL), over 35 national partners, and several dozens of 4-yr and 2-yr institutions is well poised to provide the services, advocacy, and resources that our members believe they need to continue their broadening participation efforts. These incredible collaborations have resulted in *Aspire: The National Alliance for Inclusive & Diverse STEM Faculty*. to learn more about the Aspire Alliance, please visit our website at www.AspireAlliance.org.



Topics under consideration in future Aspire Summits

Respondent suggestions include:

- Pathways: bridging the pathways from primary and secondary to higher education
- UG/G Experience
- Partners: HBCUs and HSIs as partners
Hiring and Recruiting: committee strategies, change management, bias, behavior, and language training, metrics and reporting, recruiting and hiring best practices
- Stories: Recruiting, Successes, Experiences, Workshop sessions: how to institute change, community building, engaging students, start conversations, using data to support the argument
- Research and expertise: results from other member institutions, programs, and initiatives
- Check-in and updates: self assessment and STEM-OP reports, status of committees and initiatives, updates, actions needed, and next steps
- Career diversity within STEM

"I do wish we had considered how to address the problem of systemic "isms" on campuses. If you are asking us to engage in culture change, we need some tools for engaging our colleagues about what they may not see or accept."

Respondents are curious about scaling change stories and leveraging network capacity to implement a program like INCLUDES. There was strong trend towards wanting resources and experiences on leading and managing cultural change and how that scales.

2018 INCLUDES Summit Registrees

Ansley Abraham

Director
SREB Doctoral Scholars Program
Southern Regional Education
Board

Eugene Anderson

VP, Office for Access & Success
APLU

Lisa Armistead

Associate Provost for
Graduate Programs
Georgia State University

Raquel Arouca

Postdoctoral Associate
University of Montana

Ann Austin

Professor, Associate Dean for
Research, & Assistant Provost for
Faculty Development-Career Paths
Michigan State University

Irene Avila

Special Assistant to
the Chief Officer for Scientific
Workforce Diversity
National Institutes of Health

Carina Beck

Director, Allen Yarnell Center
for Student Success
Montana State University

James Bell

Project Director, Center for
Advancement of Informal Science
Education (CAISE)

Canan Bilen-Green

Professor & Vice Provost
North Dakota State University

Emily Bonney

Interim Assistant Vice-President of
Academic Human Resources
California State University
Fullerton

Judi Brown Clarke

Diversity Director
BEACON Center
Michigan State University

Joshua Brumberg

Dean for the Sciences
The Graduate Center, CUNY

Doug Bullock

Associate Dean
Boise State University

Daniel Bush

Vice Provost for Faculty Affairs
Colorado State University

Carlos Cabrera

Professor of Chemistry
University of Puerto Rico,
Rio Piedras Campus

Susan Carlson

Vice Provost, Academic
Personnel & Programs
UC Office of the President

Mark Clarke

Associate Provost, Faculty
Development & Faculty Affairs
University of Houston

Melissa Dagley

Executive Director, Center for
Initiatives in STEM
University of Central Florida

Maria Lund Dahlberg

Study Director
National Academy of Sciences,
Engineering, & Medicine

Norman Dennis

Senior Associate Dean
University of Arkansas

Ana Dison

Assistant Director
Women in Engineering Program
The University of Texas

Ashley Donovan

Senior Education Program Manager
American Chemical Society

Elizabeth Dooley

Vice Provost & Dean
University of Central Florida

Levon Esters

Associate Professor
Purdue University

Charity Farber

Assistant Director
Big Ten Academic Alliance

Chris Fastnow

Director of Planning & Analysis
Montana State University

Sonja Feist-Price

Vice President for
Institutional Diversity
University of Kentucky

Kyle Frantz

Professor, Director
Center for the Advancement
of Students & Alumni
Georgia State University

Stephanie Galloway

Director, Assessment & Advising
College of Engineering, UNCC

Athena Ganchorre

Executive Director
Curriculum & Integrative Learning
University of Arizona

Danika Garcia

Coordinator,
Math & Science Tutorial Program
University of California, San Diego

Max Garrick

Assistant Director
Executive Application Support
UC Irvine Office of Information
Technology

Gina Gibau Associate Vice Chancellor for Faculty Diversity & Inclusion IUPUI	Jacqueline Huntoon Provost & VP for Academic Affairs Michigan Technological University	Gretalyn Leibnitz Research & Grants Consultant TECAID Project Director & PI-WEPAN Executive Director ProActualize Consulting
Howard Gobstein Executive Vice President APLU	Carol Hurney Director, Center for Teaching & Learning Colby College	Angela Linse Executive Director & Assoc. Dean, Schreyer Institute for Teaching Excellence, Penn State
Amy Godert Executive Director Academic Student Success Programs Cornell University	Jon Iuzzini Director of Teaching & Learning, Achieving the Dream	Donna Llewellyn Executive Director Boise State University
Marc Goulden Director of Data Initiatives University of California, Berkeley	Leigh Jackson Senior Program Officer The National Academies of Sciences, Engineering, & Medicine	Charles Lu Director, Office of Academic Support & Instructional Services, UCSD
André Green Associate Dean College of Education & Professional Studies/Provost Fellow University of South Alabama	Kassandra Kasten Program Coordinator Health Sciences & Technology Academy WVU	Alan Mabe VP for Academic Affairs APLU
Elizabeth Halimah Associate Vice Provost for Diversity & Engagement UC Office of the President	Griffin Kimberly Associate Professor University of Maryland	Kiernan Mathews Executive Director & PI COACHE Harvard University
Jaffus Hardrick Vice President Human Resources Florida International University	Jillian Kinzie Associate Director, Center for Postsecondary Research Indiana University Bloomington	Emily Miller Associate Vice President of Policy Association of American Universities
Leigh Hargreaves Assistant Professor California State University Fullerton	Janet Kistner Vice President for Faculty Development & Advancement Florida State University	Marco Molinaro Asst. Vice Provost for Educational Effectiveness UC Davis
Aloysius Helminck Dean of Natural Sciences University of Hawaii	David Knight Assistant Professor & Assistant Department Head for Graduate Programs Virginia Tech	Sonja Montas-Hunter Assistant Vice Provost Florida International University
Sarah Hokanson Director, Professional Development & Postdoctoral Affairs, Boston University	Lisa Lattuca Professor of Higher Education University of Michigan	Dr. Lawrence Morehouse President & CEO, Florida Education Fund
Yvette Huet Professor & Director UNC Charlotte	Mike Lausch Program Associate APLU	

William Morgan
Vice Provost for Faculty Affairs
Cleveland State University

Christina Morton
Ph.D. Candidate
University of Michigan

Sonja Yvette Murphy-Erby
Vice Provost for Diversity
& Inclusion
University of Arkansas
Fayetteville

Suzanne Ortega
President
Council of Graduate Schools

Laura Perna
James S. Riepe Professor
University of Pennsylvania

Cynthia Phillips
Evaluator
National Science Foundation

Kacy Redd
Assistant Vice President,
STEM Education Policy
APLU

Brett Roude
Program Associate
APLU

Beth Ruedi
Project Director
AAAS

Kimberlee Shauman
Professor
University of California, Davis

Gay Stewart
Director, WVU Center for
Excellence in STEM Education
West Virginia University

Peter Stiling
Assistant Vice Provost
University of South Florida

Terri Taylor
Director, Learning
& Career Development
American Chemical Society

Steven Thomas
Program Manager
Michigan State University

Shawn Utley
Executive VP of
Academic Affairs
Wiregrass Georgia Technical
College

Enedina Vazquez
Associate Dean for
Academic Affairs
College of Education
New Mexico State University

Jim Vigoreaux
Associate Provost for
Faculty Affairs
University of Vermont

Tremayne Waller
Interim Director of Office of
Academic Diversity Initiatives
Cornell University

Travis York
Director
Academic & Student Affairs
APLU





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1307 NEW YORK AVENUE, N.W., SUITE 400
WASHINGTON, D.C. 20005-4722

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