



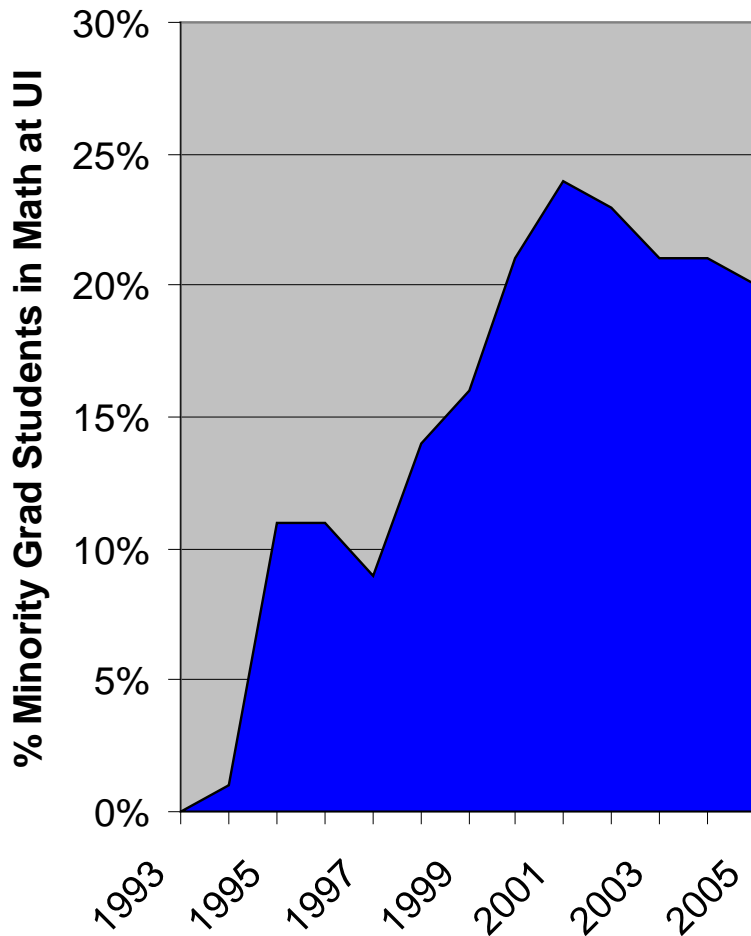
AGEP IOWA

“Never Lower our Standards
Just Increase Our Efforts”

Discussion Goals:

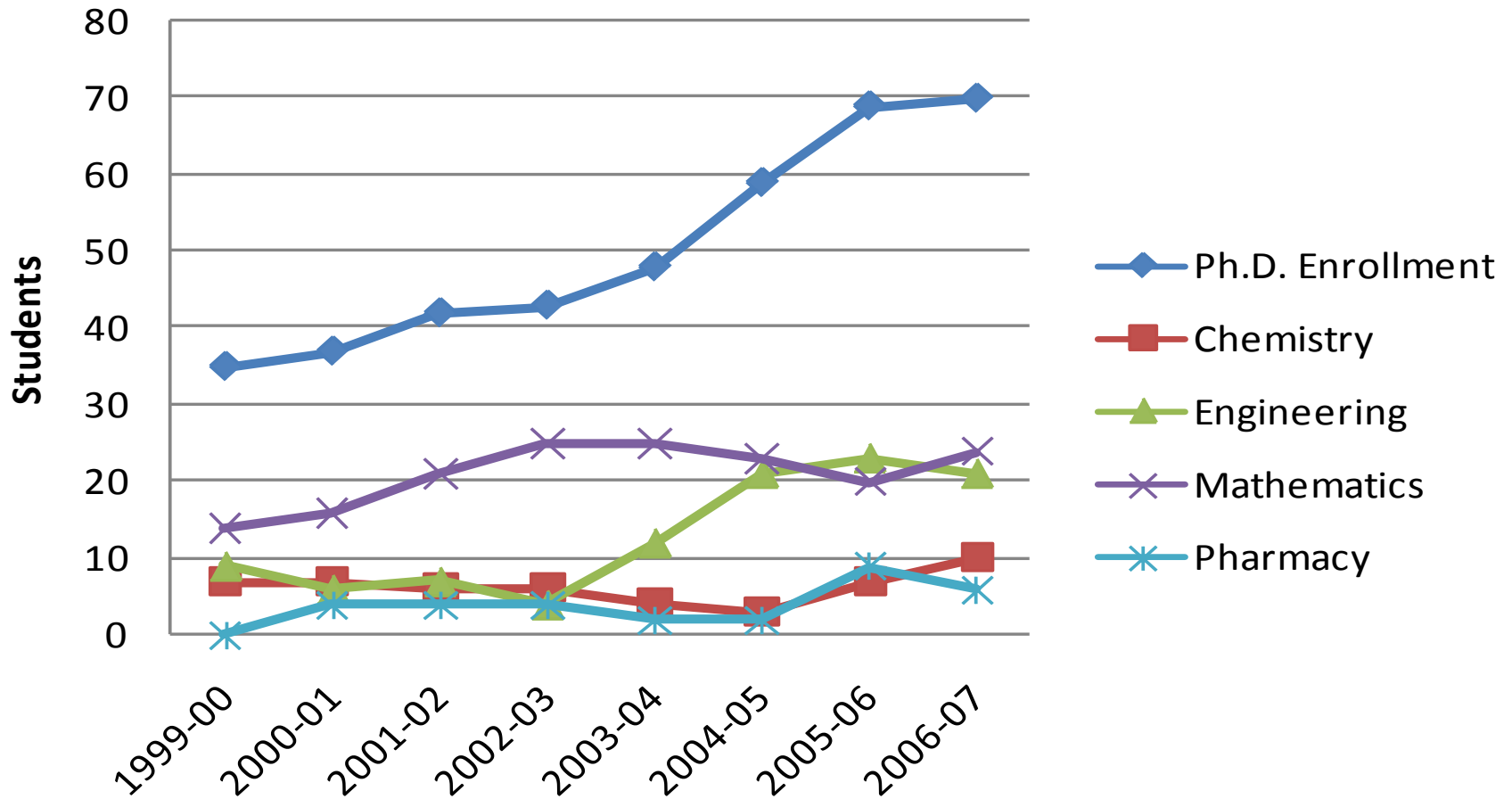
- Operation Model – colleagues
- Alliance Institution Impacts on Each Other
- Institutional Support and Changes

UI Department of Mathematics Serves as the MODEL



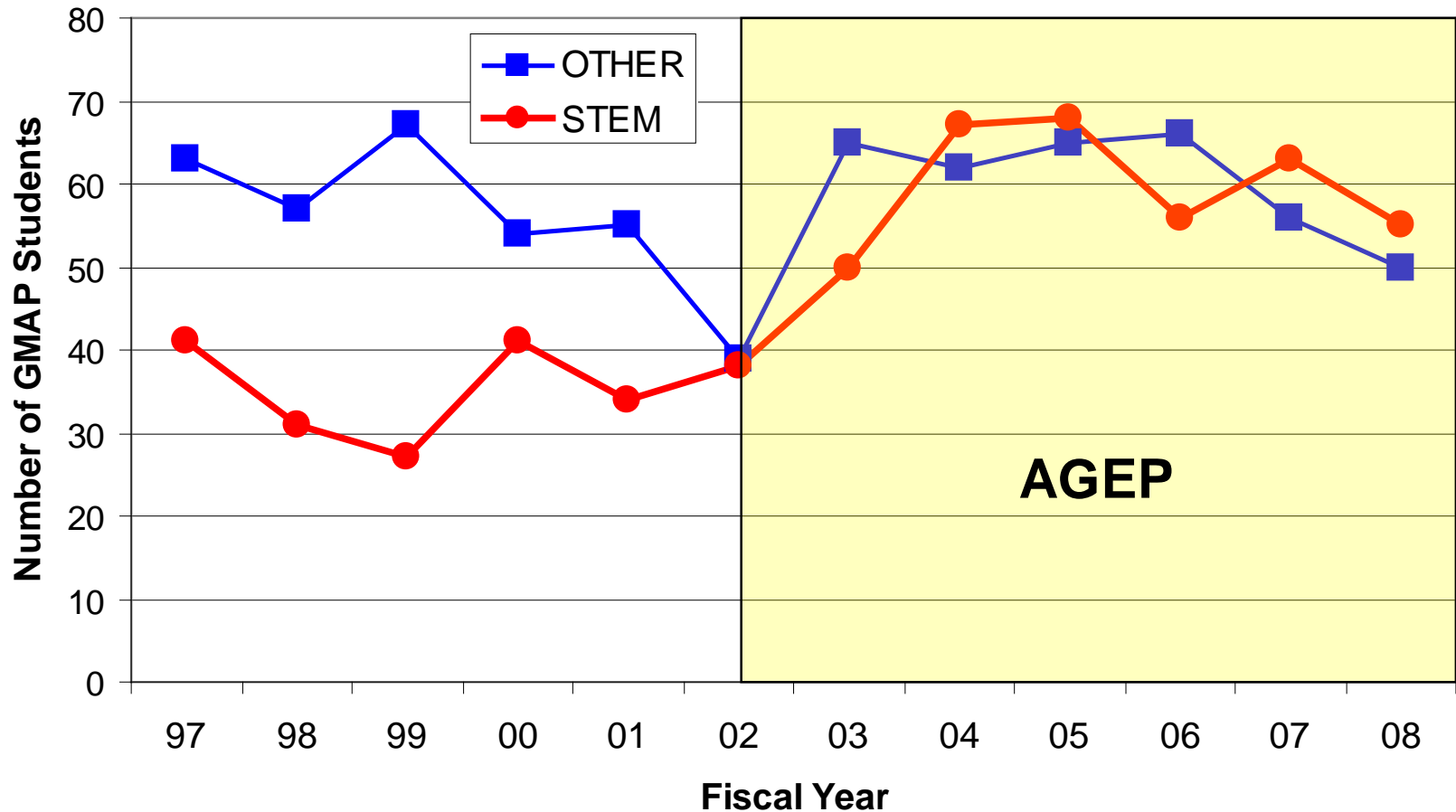
- Started with a handful of faculty
- Worked to change the department culture
 - Define talent
 - Atmosphere of support
 - Identify and solve barriers

AGEP Impact – U of Iowa



STEM in GMAP Increases (ISU)

(GMAP is Grad College internal funding)



Underlying Philosophy (faculty driven)

- Students
 - Identify talented students: be honest about skills and never overlook talent
 - Mentor students to develop their skills
- Departmental Focus
 - Work with departments to assist their faculty in creating a culture that will broaden participation
- Institution
 - Partner with minority-serving institutions to identify and mentor students
 - Support faculty in these efforts
- **“Never lower our standards, just Increase our efforts”**

Culture in an AGEP Department

- Faculty driven evaluation of prospects
 - Broaden definition of talent
 - Work with prospective student's mentors
- Student success is paramount
 - Look at ways to make a student successful
 - Remove barriers designed to see how high a student can jump
- Whole department mentors students
- All graduate students benefit

Statistics Dept. at ISU – Partnered with UI Math (Started AGEP in '02)

- 2-6 URMS admitted each year
 - Faculty actively recruit
- Students progressing through PhD program
 - Passing MS exam, PhD qualifier Exams
- Ombudspersons appointed by chair (paid assistantship)
 - Help sessions and office hours for first year students
- Assistantships without full teaching schedule
 - Focus on course work during 1st year
 - Senior student mentor others
- Introduced “Measurement Theory Course” (1 cr.)
 - Focused on typical deficiency
- Junior faculty are involved

Math at ISU

- Faculty appointed to lead department diversity efforts
 - given course release
- Mentoring program implemented
- Faculty visiting and presenting at HBCU's
- Lead diversity efforts at national math institute
- Building research/teaching/professional partnerships with UPR-M, Spelman, FAMU, ...

How a New Department Participates (ME at ISU)

- Commitment of 3 to 5 faculty to do work
- Partner with Successful departments to learn
 - Learn from our colleagues
 - Transfer/develop best practices
- Participate in trips to HBCU, TCU, and HACU
 - Meet faculty and build research ties
- Use AGEP network to find faculty candidates

Alliance Institutions Impact Each other

- UNI Mathematics (MS program)
 - Reviewed and updated Pure Math curriculum
 - Align with national norms
 - Prepare students for UI and ISU PhD qualifier
- ISU AGEF Program
 - Moved from staff to faculty lead
 - ISU faculty council developed based on work with Phil Kutzko at UI
- All three provosts commit to support AGEF while waiting for competition to start again
 - Permanent agenda item on 10 meetings per year

Growing Faculty Led Collaborations

- Discipline driven Example
 - Math Alliance (current) --> Quantitative Sciences
 - ~\$70,000 from Alliance colleges and departments for conference
 - Nov 8th → 50-60 URM student along with faculty mentors in Iowa
- University Wide faculty network
 - FIRES
 - (Faculty Initiatives to Recruit and Retain Excellence in STEM)
 - Share best practices and develop teams for funding opportunities
- Focused on partnerships with minority-serving institutions
 - Mentor based
 - Research based collaborations (funded)

Example Research Partnerships

- Exploratory Trips – couple with grad or intern fair
 - University of Arkansas Pine Bluff, Prairie View A&M University, Spelman, Morehouse, Clark Atlanta, Jackson State, FAMU, Bethune-Cookman
 - Meet with Administration and faculty
 - Identify and ask for administration support
 - Identify specific faculty interested in developing collaborations
 - Initiate 3/2 engineering program development
- Follow-up
 - Recruit ISU, UI, and UNI faculty
 - Trip to school or trip to Iowa (Bio-Economy Institute)
- Lessons:
 - New faculty are research active looking for partnerships
 - Deans support collaborations – even with funding
 - 2-way partnerships are required – we can support
 - Curriculum collaborations also possible

Fellowship Funding Model Matters (Assistantships)

- Current Model

- Central funds used for about 50% for up to 5 years

Faculty/Departments commit at beginning

- Previous model

- Full central funding first 2 years

Faculty/Departments can wait to see if a student survives before committing their time.

Institution Support

- Provosts – Wallace Loh (UI), Betsy Hoffman (UNI), James Lubker (UNI)
- Graduate Deans – John Keller (UI), David Holger (ISU), Sue Joseph (UNI)
- Collegiate Deans & Department Chairs
- Types of support provided by upper administration
 - Meet with AGEP faculty
 - AGEP on COP agenda
 - Memos to collegiate deans and department chairs supporting AGEP faculty members
 - Full support to Faculty Council Chair
 - Leads provost leadership discussions of resources
 - Providing financial support to faculty led efforts
 - Modifying PRS to give credit
- TOTAL Financial Support during the grant period
 - UI: \$1.67M (5 yrs)
 - ISU: \$1.51M (5 yrs)
 - UNI: \$0.23M (5 yrs)

+ continuing support during no-cost extension
UI – 2 new fellowships per year
ISU – expect 5 new AGEP Fellows
UNI – continue grad college fellowships
Joint recruiting efforts

**Never lower our standards,
just increase our efforts**

- **GOAL**
 - At least 10% of the graduate students in STEM fields from underrepresented minority groups
 - Ph.D. graduation rate and job placement comparable to domestic majority students
 - Placement into tenure-track positions at research intensive universities

HOW CAN THE AGEP FACULTY COUNCIL TEAM WITH YOU TO CREATE CHANGE?