LS-PAC MODELS
2019 SUMMER WORKSHOP
July 21-24, 2019 | Baton Rouge, LA

Engaging Strategies
Community Building
Mutual Collaboration
Centralized Best Practices

National Science Foundation
Dear LS-PAC MODELS Summer Workshop Participants,

Our leadership team is thrilled to welcome you to the first annual Summer Workshop for the NSF Louis Stokes Center for Promotion of Academic Careers through Motivational Opportunities to Develop Emerging Leaders in STEM (LS-PAC MODELS or LS-PACs).

It is a privilege to serve as the regional hub through which ideas and best practices can be shared across institutions, as we work toward supporting the Center’s vision of creating a successful nationwide model that develops the next generation of underrepresented minority (URM) students for academic careers.

As you are aware, despite many efforts to diversify the professoriate, increases in minority tenure-track faculty are extremely low (<1%). Now more than ever, it is imperative that the United States prepare students for careers within the STEM disciplines, as our national security and economy are dependent on our ability to do so. As the demographics of the U.S. change, where URMs are expected to become the larger population within the nation, it is critical that we implement effective systems and strategies that directly focus on developing minority students in STEM.

We are excited that you have accepted this challenge and look forward to spending the next few days with you as we lay the foundation for what will be an innovative Regional Center of Excellence and begin this journey of revolutionizing the future of STEM.

During the workshop, you will receive a wealth of information from our amazing keynote speakers and session leaders; however, your voice is important to us and collaboration is necessary. Please come ready to share as we all learn from each other and leave with copious notes, action items, and a clear direction for moving forward.

Thank you again for dedicating time to be here. We are looking forward to working you and are excited about our future together. We welcome the many opportunities and great outcomes that we expect to experience in the upcoming years as we work together to broaden participation in STEM!

Best Regards,

LS-PAC MODELS Leadership Team:

Diola Bagayoko, PhD (Co-PI) Isiah M. Warner, PhD (PI)
Melissa Crawford (Sr. Personnel) Tyrsuai Williams-Carter, PhD (Co-PI)
Timothy Johnson, PhD (Program Manager) Zakiya Wilson-Kennedy, PhD (Co-PI)
Tracey Rizzuto, PhD (Project Researcher) Don Zhang, PhD (Co-PI)
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Overview

ABOUT US

The National Science Foundation (NSF) Louis Stokes Center for the Promotion of Academic Careers Through Motivational Opportunities to Develop Emerging Leaders in STEM (LS-PAC-MODELS), herein referred to as LS-PACs, was one of six Louis Stokes Regional Centers of Excellence (LSRCEs) recently awarded funding to conduct broadening participation research and STEM activities that result in increased degreed minority students entering into the STEM workforce. In collaboration with IBM, our data-driven center is focused on developing a national model from the undergraduate to graduate levels that supports recruitment, training, and retention of underrepresented minorities (URMs) in the STEM workforce.

OUR VISION

To create a successful nationwide model with well-tested strategies for increasing underrepresented minority (URM) student preparation for academic careers.

OUR GOALS

1. Increase the quality and number of URM STEM students pursuing doctoral degrees
2. Increase the retention to graduation rate of URM STEM PhD students
3. Develop a national model for increasing the number URM STEM PhD recipients
4. Develop a model for increasing the placement of minority PhD holders into the professoriate

MAIN OBJECTIVE

The LS-PAC MODELS Center will serve as a focal point and national model for aiding in the diversification of the STEM professoriate, primarily through establishing a comprehensive database for mentoring.
WORKSHOP GOALS

The goal of this workshop is to identify and create specific pathways and opportunities for growth through leveraging mutual collaboration within and across our partnering institutions for the LS-PACs Center.

WORKSHOP OBJECTIVES

LS-PACs workshop objectives are to:

1) Create conversations around methods that offer successful engaging strategies
2) Share experiences that lend a general understanding of the various entities that surround effective community building
3) Develop an environment that supports an increase in mutual collaborations
4) Finalize the centralized best practices for aiding students’ journey to the professoriate

WHAT ARE YOU SEEKING TO GAIN OUT OF THIS WORKSHOP?

◊ ________________________________
◊ ________________________________
◊ ________________________________
◊ ________________________________
◊ ________________________________

Accessibility

We are committed to ensuring that the facilities, information, and all aspects of this workshop are accessible to people with disabilities. Accommodation requests and any accessibility issues should be addressed to Melissa Crawford (mcraw15@lsu.edu).
Dr. Isiah M. Warner

Principal Investigator, Louisiana State University

Dr. Warner is Vice President for Strategic Initiatives, Philip W. West Professor of Chemistry, and a Boyd Professor of the Louisiana State University system. He has more than 350 refereed publications in a variety of journals relevant to the general areas of analytical and materials chemistry. His particular expertise is in the area of fluorescence spectroscopy, where his research has focused for more than 40 years. Over the past 20 years, he has also maintained a strong research effort in the areas of organized media, separation science, and more recently in the area of ionic liquid chemistry, particularly as applied to solid phase materials for applications in materials science and nanomaterials. He has also conducted educational research that focuses on mechanisms for maintaining and enhancing student education in science, technology, engineering, and mathematics (STEM), with a particular focus on encouraging under-represented students (women and minorities) to pursue terminal degrees in STEM. Dr. Warner was recently recognized as 2016 SEC Professor of the Year, member of the American Academy of Arts and Sciences (2016), Fellow of the National Academy of Inventors (2017), Fellow of the Royal Society of Chemistry (2017), and Nature Mentor of the Year (2019). He has chaired sixty-seven doctoral theses and is currently supervising five others. More than half of his doctoral students are women and more than a third are under-represented minorities.

Dr. Diola Bagayoko

Co-Principal Investigator, Southern University and A&M College

Dr. Bagayoko earned the BS degree in Physics and Chemistry from the Ecole Normale Supérieure (ENSup) of Bamako, Mali, the MS in Physics from Lehigh University, Bethlehem, Pennsylvania, and the PhD in condensed matter theory from Louisiana State University (LSU). In order to devote adequate time to writing, on June 30, 2019, Dr. Bagayoko retired from his positions of Southern University System Distinguished Professor of Physics, Director, the Timbuktu Academy and the Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP), and of Dean of the Dolores Margaret Richard Spikes Honors College, at Southern University and A&M College in Baton Rouge (SUBR). The introduction, with the late Dr. Ella L. Kelley, of the law of human performance and its applications to teaching and learning and to systemic mentoring shaped his career. From 1995 to present, 76% of 99, 77% of 57, and 26% of 86 former undergraduate scholars of the Academy in Physics, Chemistry, and Engineering, respectively, have earned graduate degrees or are successfully enrolled in graduate school. To date, 50 of these alumni have earned PhD degrees.

Bagayoko and a few colleagues have harnessed over $55 Million of sponsored funding for scholarships and assistantships, the building of the instructional infrastructure and the integration of technology in teaching, mentoring, and learning, and the support of research. The contents of his 140 and 65 publications in theoretical physics and in teaching, mentoring, and learning (TML), respectively, have partly been disseminated locally, nationally, and internationally through 580 presentations. His correction of 50 years of misunderstanding of density functional theory (DFT) and his completion of DFT in practice have paved the way for the success of the Materials Genome Initiative [AIP Advances, 4, 127104 (2014)]. Dr. Bagayoko received the 1996 US Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring (US-PAESMEM). The Timbuktu Academy received the 2002 US-PAESMEM. Other national awards of Dr. Bagayoko include the 2009 Life Time Mentor Award from the American Association for the Advancement of Science (AAAS), the 2007 Benjamin Banneker Legacy, and the 2017 BEYA STEM Innovation Awards. In 2018, Dr. Bagayoko was elected as a Fellow of the American Physical Society (APS). As stated in the notification letter from the APS President, Roger Falcone, this distinction is bestowed each year upon no more than one half of one percent of the membership of APS. On April 15, 2019, Dr. Bagayoko was honored as a 2014-2018 SU Millionaire Club Inductee during the Partnering, Research, Innovation, Development, and Entrepreneurship Award Ceremony, at Southern University and A&M College in Baton Rouge (SUBR).
Melissa Crawford received her bachelor’s degree in chemistry, magna cum laude from LSU, where she served in various roles for nearly twelve years as a program manager for the Howard Hughes Medical Institute Professors (HHMI) Program, the NSF-funded Louisiana Science, Technology, Engineering, and Mathematics (LA-STEM) Research Scholars and the Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) Programs. Crawford has mentored more than 350 students, employing a holistic development learning approach to create high-quality STEM ambassadors, who go on to complete graduate programs. Crawford has extensive administrative experience at LSU, with strengths in recruitment, motivation, and retention of undergraduates. She is actively involved in areas of increasing student access and success in undergraduate STEM degree programs and broadening the participation of underrepresented groups in STEM. Crawford is the co-developer of a comprehensive Success Course aimed at preparing STEM undergraduates for doctoral programs, STEM careers, leadership, and public service. Crawford has also served the coordinator and instructor for an eight-week Summer Bridge Program and a ten-week NSF-funded REU program. Additionally, she has also been the co-coordinator of the annual LSU Undergraduate Research Conference for ten years. Her work has been published in peer-reviewed journals such as Technology and Innovation and in an invited book chapter in Broadening Participation in STEM, published by Emerald Insight.

Dr. Timothy E. Johnson serves as the Program Manager for the LS-PAC MODELS Regional Center of Excellence at Louisiana State University. He received his baccalaureate degree in Marketing from Jackson State University, a MBA with a management and entrepreneurship focus from William Carey College and PhD in Urban Higher Education from Jackson State University. Dr. Johnson has worked in academe for over 15 years as both an administrator and instructor. Previously, Dr. Johnson served as an administrator at Baton Rouge Community College, Strayer University and Texas College, as well as teaching at various universities like Upper Iowa University, University of Central Florida and Emory University. His previous professional experience includes student affairs administration, community college and adult education, and business development consultation in higher education and corporate environments at Hinds Community College, Arkansas Baptist College, The Village of Orlando, Inc., The Coca-Cola Company – North American and GEICO Insurance Company. His teaching and research interests include student affairs administration, recruitment and retention, development and the socialization of students and faculty in various post-secondary institutions.
Dr. Tyrslai Williams is the Director for Research, Education, & Outreach Programs for the Office of Strategic Initiatives at Louisiana State University. Williams, a Louisiana native, earned her bachelor’s degree, cum laude, in chemistry from Southern University A&M College in 2011 and her PhD from Louisiana State University A&M College, cum laude, in Organic Chemistry in 2017. During her time in graduate school, Williams realized very early on her passion for working with students to provide access to higher education in STEM. The comprehensive focus of her current work is in the inclusive and holistic development of students at the K-12, undergraduate, and graduate levels. Because of her work and interactions with a wide variety of students, with very diverse backgrounds, Williams has had an increased interest in junctures and its impact on mindset, persistence, and broadening participation. Consequently, she has been actively involved in pursuing and developing new educational models and intentional holistic programming. Her research has been published in peer-reviewed journals such as Life Sciences Education and invited Book Chapters within the Diversity in Higher Education published by Emerald Insight.

Dr. Tracey Rizzuto received her PhD in Industrial and Organizational Psychology, with a minor concentration in Information Systems and Technology. The overarching focus of her research program is on developing human capital and organizational capacity through technology-mediated processes. She is associated with over $11M in grant-funded research from the National Science Foundation (NSF) and the Departments of Interior, Education, and Justice. Her research has been published journals across multiple disciplines including psychology, management, information systems, sociology, and education, and featured in popular media outlets such as The New York Times, National Public Radio’s Market Place and American Public Radio Works segments, The APA Monitor on Psychology, and The Chicago Tribune. Dr. Rizzuto is also featured as a 2015 TEDxLSU speaker.
Dr. Zakiya S. Wilson-Kennedy is an Associate Professor of Research in Chemistry Education and the Assistant Dean for Diversity and Inclusion within the College of Science at Louisiana State University (LSU). Formerly, she held administrative and/or faculty appointments at North Carolina A&T State University, LSU, and the University of Delaware. Dr. Wilson-Kennedy’s research investigates the persistence of individuals from all backgrounds in STEM academic programs and careers. Accordingly, her work focuses on faculty and student recruitment, retention and success in the STEM disciplines. With extramural support from NSF, NIH, USDoEd, and philanthropic agencies, she has designed and implemented over 20 education projects focusing on increasing persistence in STEM education pathways and careers. These projects have employed mentoring models that integrate identity theory and empowerment theory to craft development structures that cultivate self-efficacy and agency, particularly for groups typically underrepresented in STEM.

Her education research is published in peer-reviewed journals, such as the Journal of Science Education and Technology and the Journal of Chemical Education. Additional works have been published in Setting a New Agenda for Student Engagement and Retention in Historically Black Colleges and Universities; ASBMB Today; Inorganic Chemistry; the Journal of the American Chemical Society; and the Journal of Organic Chemistry. Dr. Wilson-Kennedy’s honors include the National Administrator Role Model Award from Minority Access, Inc. and the 2009 LSU Outstanding Staff Award. She received the 2011 Woman of Color STEM Achievement Award for Promotion of Education at the Collegiate Level, 2011 American Chemical Society (ACS) Stanley C. Israel Regional Award for Advancing Diversity in the Chemical Sciences, and the 2014 NOBCChE Henry C McBay Outstanding Educator Award. She served as the principal investigator for the 2014 Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring (PAESMEM) organizational recognition for the LSU Office of Strategic Initiatives. She is a charter member of the Society of STEM Women of Color and of the Metropolitan Baton Rouge Chapter of the National Coalition of 100 Black Women. She is also a founding contributor to the American Chemical Society (ACS) Women Chemists of Color Initiative.

Dr. Don Zhang is an Assistant Professor of Industrial and Organizational Psychology at Louisiana State University. His research interests involve personality, employee selection, and research methods. His work has been published in various journals in psychology and organizational science such as Applied Psychology: An International Review, Journal of Behavioral Decision Making, Industrial and Organizational Psychology: Perspectives on Science and Practice, Personality and Individual Differences, International Journal of Selection and Assessment, and others. He has also worked with national corporations in developing evidence-based employee selection methods.
LS-PAC MODELS EXTERNAL ADVISORY BOARD ATTENDEES

We are thrilled and grateful to have members of our External Advisory Board (EAB) participate in the conference. Some have graciously agreed to serve as speakers. You’ll notice in the agenda that a few activities are solely for the EAB. These events will be denoted as “invitation only”.

During the conference, please take a moment to connect with our EAB members who are attendance:

DR. DANIELA KOHEN
Professor of Chemistry
Carleton College

DR. RAFAEL LUNA
Associate Dean
Director, Pre-Health Office
Morrissey College of Arts and Sciences

DR. EMILE PITRE
Senior Advisor to the Vice President
Office of Minority Affairs and Diversity
University of Washington

DR. COLLEEN SCOTT
Assistant Professor of Chemistry
Department of Chemistry
Mississippi State University

DR. PRATIBHA VARMA-NELSON
Professor of Chemistry
Founding Director of STEM Education, Innovation and Research Institute
Indiana University-Purdue University Indianapolis (IUPUI)
# Agenda

## SUNDAY, JULY 21, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>4:00 - 6:00 pm</td>
<td>Registration &amp; Welcome Mixer <em>(Heavy Refreshments Served)</em></td>
<td>CAMELLIA ROOM (1st Floor)</td>
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## MONDAY, JULY 22, 2019

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<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>8:00 am</td>
<td>Registration</td>
<td>BEAUREGARD ROOM (1st Floor)</td>
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<tr>
<td>8:15 - 9:00 am</td>
<td>Welcome Breakfast &amp; Opening Remarks</td>
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<td></td>
<td><em>Dr. Isaiah M. Warner</em>, LSU, Vice President for Strategic Initiatives &amp; LS-PAC-MODELS PI</td>
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<tr>
<td>9:00 - 9:45 am</td>
<td>LS-PAC MODELS Overview</td>
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<td><em>Dr. Timothy Johnson</em>, LSU, LS-PAC MODELS Program Manager</td>
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<td>9:45 - 10:00 am</td>
<td>Break</td>
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<tr>
<td>10:00 - 11:45 am</td>
<td>Session 1: Knowing and Growing Your Student Mentorship Program Resources</td>
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<td><em>Dr. Tracey Rizzuto</em>, LSU, Associate Director, School of Leadership and Human Resource Development</td>
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<tr>
<td>11:45 - 12:00 pm</td>
<td>Break</td>
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<tr>
<td>12:00 - 1:30 pm</td>
<td>Keynote Lunch</td>
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<tr>
<td></td>
<td><em>The Ten-Strand Systemic Mentoring Model of the Timbuktu Academy and LS-LAMP</em></td>
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<td><em>Dr. Diola Bagayoko</em>, Southern University, Distinguished Professor of Physics</td>
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## CONCURRENT SESSION A - FELICIANA ROOM (2nd Floor)

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<th>Time</th>
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<tr>
<td>1:30 - 3:00 pm</td>
<td>Creating Community Engagement through Identity Engagement</td>
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<td></td>
<td><em>Dr. Tyree Mitchell</em>, LSU, Assistant Professor, School of Leadership and Human Resource Development</td>
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## CONCURRENT SESSION B - LAFOURCHE ROOM (2nd Floor)

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<td>3:00 - 3:30 pm</td>
<td>Break</td>
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## CONCURRENT SESSION C - FELICIANA ROOM (2nd Floor)

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<tr>
<td>3:30 - 5:00 pm</td>
<td>Finding the Diamonds in the Rough: Employing Inclusive and Holistic Selection Processes</td>
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<td></td>
<td><em>Melissa Crawford</em>, LSU, Data, Communications, &amp; LS-LAMP Program Manager, Strategic Initiatives</td>
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## CONCURRENT SESSION D - LAFOURCHE ROOM (2nd Floor)

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<td>5:00 - 6:00 pm</td>
<td>Break</td>
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## Keynote Dinner - BEAUREGARD ROOM (1st Floor)

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<tr>
<td>6:00 - 7:30 pm</td>
<td>Utilizing Narratives in a Mentoring Approach to Improve Diversity in STEM</td>
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<td><em>Dr. Rafael Luna</em>, Boston College</td>
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<td></td>
<td>Associate Dean, Morrissey College of Arts &amp; Sciences</td>
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<td></td>
<td>Director, Boston College Pre-Health and Gateway Scholars Program</td>
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*Leadership Team
# Agenda

**TUESDAY, JULY 23, 2019**

<table>
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<th>Time</th>
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<tbody>
<tr>
<td>8:00 am</td>
<td>Registration - EVENTS THROUGH KEYNOTE LUNCH IN BEAUREGARD ROOM (1st Floor)</td>
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| 9:00 - 10:00 am | Networking Breakfast: Greetings from LSU!  
*Dr. Stacia Haynie, LSU, Executive Vice President & Provost* |
| 10:00 - 11:45 am | Mentoring with a Purpose - Panel Discussion (see Section IV for Panelists)  
*Moderator: Dr. Zakya Wilson-Kennedy*, LSU, Assistant Dean for Diversity & Inclusion, College of Science, Associate Professor of Research, Chemistry Education |
| 11:45 -12:00 pm | BREAK |
| 12:00 - 1:30 pm | Keynote Lunch  
*Promoting Growth Mindsets in STEM: Lessons from the Florida-Caribbean Louis Stokes Regional Center of Excellence*  
*Jhenai Chandler, Director, Florida-Caribbean Louis Stokes Regional Center of Excellence* |
| 1:30 - 3:00 pm | CONCURRENT SESSION A - FELICIANA ROOM (2nd Floor)  
*Creating Community Engagement through Identity Engagement*  
*Dr. Tyree Mitchell, LSU, Assistant Professor, School of Leadership and Human Resource Development* |
| 1:30 - 3:00 pm | CONCURRENT SESSION B - LAFOURCHE ROOM (2nd Floor)  
*Uncovering the Threshold: Bringing Social Intelligence to the Forefront*  
*Dr. Tyrslai Williams-Carter*, LSU, Director of Research, Education, and Outreach Programs, Strategic Initiatives |
| 3:00 - 3:30 pm | BREAK |
| 3:30 - 5:00 pm | CONCURRENT SESSION C - FELICIANA ROOM (2nd Floor)  
*Finding the Diamonds in the Rough: Employing Inclusive and Holistic Selection Processes*  
*Melissa Crawford*, LSU, Data, Communications, & LS-LAMP Program Manager, Strategic Initiatives* |
| 3:30 - 5:00 pm | CONCURRENT SESSION D - LAFOURCHE ROOM (2nd Floor)  
*Quantifying Mentorship Effectiveness*  
*Dr. Don Zhang*, LSU, Assistant Professor, Psychology* |
| 5:00 pm   | Dinner on Your Own |
| 7:00 pm   | Private Dinner  
*External Advisory Board Dinner (by invitation only)* |

*Leadership Team*
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<th>Time</th>
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<tbody>
<tr>
<td>8:00 - 9:00 am</td>
<td>Arrival &amp; Networking - ALL EVENTS BELOW IN BEAUREGARD ROOM (1st Floor)</td>
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| 9:00 - 10:30 am | Keynote Breakfast  
STEM Centers’ Roles in Strengthening Institutional Capacity  
Dr. Leroy Jones, Chicago State University, Dean and Professor, College of Arts & Sciences |
| 10:30 - 11:15 pm | BREAK |
| 11:15 - 12:45 pm | Working Lunch  
Session 2: Knowing and Growing Your Student Mentorship Program Network  
Dr. Tracey Rizzuto*, LSU  
Associate Director, School of Leadership and Human Resource Development |
| 12:45 - 1:15 pm | Closing Session: Looking Forward  
LS-PACs Leadership Team |
| 1:15 - 1:30 pm | Final Remarks  
Dr. Isiah M. Warner* |
| 1:30 pm      | Adjourn |
| 1:30 - 3:00 pm | External Advisory Board Session with Leadership Team (Private Meeting) (light refreshments served) |

*Leadership Team
CONCURRENT SESSIONS
(Refer to back of name badge for session assignment)

SESSION A | FELICIANA ROOM  
Session Chair: Dr. Tyree Mitchell

Creating Community Engagement through Identity Engagement
One of the primary ways to build community engagement is through identity engagement—cultivate relationships and groups and establish practices to help URM Stem PhD students develop and manage their identities. This discussion-based session will focus on strategies to: (a) engage students in their specific learning and/or program communities; (b) aid students progress to the professoriate by creating sustainable communities; and (c) broaden students’ community beyond a specific program. This session will also identify barriers to sustainable community engagement for students, and assist attendees in developing a plan based on the strategies mentioned to move forward with effective community engagement.

SESSION B | LAFOURCHE ROOM  
Session Chair: Dr. Tyrsai Williams-Carter

Uncovering the Threshold: Bringing Social Intelligence to the Forefront
Student engagement is a critical component of academic and personal success. Research shows that when a student is “intentionally” engaged in an educational environment, an increase is noted in the student’s academic and social performance. So how do we unleash the desire to learn in our students? This can be done by adopting strategies and practices that allow interventions to meet students where they are academically and professionally. A great way to determine a student’s current perspective for learning and engaging is to pay closer attention to what threshold concepts are present. This session will explore specific thresholds that are most common in URMs, develop methods to aid students in moving from one threshold to the next, advance strategies to increase opportunities for engagement, and support efforts to connect with students, including those traditionally excluded from typical educational settings.

SESSION C | FELICIANA ROOM  
Session Chair: Melissa Crawford

Finding the Diamonds in the Rough: Employing Inclusive and Holistic Selection Processes
Finding the “right” student is not an exact science, particularly for those who are historically underrepresented in STEM. These students are often overlooked for beneficial programs like those supported through the Louis Stokes Alliance for Minority Participation when decisions are based on paper applications alone. In this session, we will explore various ways to select students through more inclusive and holistic processes. How do we look past what is on paper when selecting students? Are there indicators that can help us determine student success? How do we find the diamonds in the rough, who sometimes don’t know their value? Join us for this important dialogue!

SESSION D | LAFOURCHE ROOM  
Session Chair: Dr. Don Zhang

Quantifying Mentorship Effectiveness
The effectiveness of a mentorship program is multi-faceted and highly complex. Given the dyadic nature of the mentor-mentee relationship, a comprehensive model of mentorship effectiveness must consider both parties’ experiences, performance, and outcomes. In the present session, participants will serve as subject matter experts in developing a model of mentorship effectiveness. The session chair will use a critical incidence technique (CIT, Flannagan, 1954) to identifying core components of mentorship effectiveness. Finally, the session will wrap up with best practices and recommendations for developing psychometrically-valid measures of mentorship effectiveness.
SOCIAL CONNECTIVITY SESSIONS
(These are two-part sessions. Participants should attend both.)

SESSION 1 | BEAUREGARD ROOM
Session Chair: Dr. Tracey Rizzuto

Knowing and Growing your Student Mentorship Program Resources
July 22, 2019 - 10:00 — 11:45 am

This session will provide institution-specific insight into the strengths and development needs of your student mentorship program. This session will guide program through concrete actionable steps to optimally capitalize your program's unique potential.

SESSION 2 | BEAUREGARD ROOM
Session Chair: Dr. Tracey Rizzuto

Knowing and Growing your Student Mentorship Program Network
July 24, 2019 - 11:15 am — 12:45 pm

Building on the knowledge and steps laid out for optimization on Workshop Day 1, this session will chart forward-focused steps for continuing growth momentum throughout the LS-PAC network.

IMPORTANT
For the Concurrent Sessions:
1) Participants should attend all four sessions over the course of two days.
2) You will be assigned a session for each time slot. Individual session assignments are located on the back of your name tag.
3) Come prepared to engage and take notes (see Section V of your conference booklet for notes sheets for each session).

For the Social Connectivity Sessions:
1) Participants should attend BOTH sessions on each day as indicated above and in the agenda.
2) Come prepared to engage and take notes (see Section V of your conference booklet for session notes sheets).
MENTORING WITH A PURPOSE | BEAUREGARD ROOM

July 23, 2019 - 10:00—11:45 am

Moderator

DR. ZAKIYA WILSON-KENNEDY
Assistant Dean for Diversity & Inclusion, College of Science
Associate Professor of Research, Chemistry Education

Abstract

The complex problems driving U.S. innovation in science, technology, engineering, and mathematics (STEM) necessitates the full participation of our nation’s human resources, however historically underrepresented groups continue to persist at rates lower than their peers. Participation of our full populace, especially underrepresented and under-resourced groups in the STEM pipeline is critical for advancing and sustaining technological innovation and scientific advancement. One critical component to broadening participation of underrepresented groups is in ensuring access to quality mentors, who help build self-efficacy, enhance career satisfaction, support the development of STEM identities, and ultimately, bolster success in STEM careers. This session will highlight best practices in mentoring students from historically underrepresented and underserved groups.

Panelists

DR. DIOLA BAGAYOKO
Southern University and A&M College
Southern University System Distinguished Professor of Physics

DR. JENDA OVERTOUN
Auburn University
Assistant Provost for Special Projects and Initiatives
Professor of Mathematics

DR. SONYA STEPHENS
Florida A&M University
Associate Dean, College of Science and Technology

DR. PRATIBHA VARMA-NELSON
Indiana University - Purdue University Indianapolis
Professor of Chemistry & Chemical Biology
Founding Executive Director of STEM Education Innovation and Research Institute

DR. GRAÇA VICENTE
Louisiana State University
Charles H. Barré Distinguished Professor of Chemistry
Director, Initiative for Maximizing Student Development (IMSD) Program
Dr. Bagayoko earned the BS degree in Physics and Chemistry from the Ecole Normale Supérieure (ENSup) of Bamako, Mali, the MS in Physics from Lehigh University, Bethlehem, Pennsylvania, and the PhD in condensed matter theory from Louisiana State University (LSU). In order to devote adequate time to writing, on June 30, 2019, Dr. Bagayoko retired from his positions of Southern University System Distinguished Professor of Physics, Director, the Timbuktu Academy and the Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP), and of Dean of the Dolores Margaret Richard Spikes Honors College, at Southern University and A&M College in Baton Rouge (SUBR). The introduction, with the late Dr. Ella L. Kelley, of the law of human performance and its applications to teaching and learning and to systemic mentoring shaped his career. From 1995 to present, 76% of 99, 77% of 57, and 26% of 86 former undergraduate scholars of the Academy in Physics, Chemistry, and Engineering, respectively, have earned graduate degrees or are successfully enrolled in graduate school. To date, 50 of these alumni have earned PhD degrees.

Bagayoko and a few colleagues have harnessed over $55 Million of sponsored funding for scholarships and assistantships, the building of the instructional infrastructure and the integration of technology in teaching, mentoring, and learning, and the support of research. The contents of his 140 and 65 publications in theoretical physics and in teaching, mentoring, and learning (TML), respectively, have partly been disseminated locally, nationally, and internationally through 580 presentations. His correction of 50 years of misunderstanding of density functional theory (DFT) and his completion of DFT in practice have paved the way for the success of the Materials Genome Initiative [AIP Advances, 4, 127104 (2014)]. Dr. Bagayoko received the 1996 US Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring (US-PAESMEM). The Timbuktu Academy received the 2002 US-PAESMEM. Other national awards of Dr. Bagayoko include the 2009 Life Time Mentor Award from the American Association for the Advancement of Science (AAAS), the 2007 Benjamin Banneker Legacy, and the 2017 BEYA STEM Innovation Awards. In 2018, Dr. Bagayoko was elected as a Fellow of the American Physical Society (APS). As stated in the notification letter from the APS President, Roger Falcone, this distinction is bestowed each year upon no more than one half of one percent of the membership of APS. On April 15, 2019, Dr. Bagayoko was honored as a 2014-2018 SU Millionaire Club Inductee during the Partnering, Research, Innovation, Development, and Entrepreneurship Award Ceremony, at Southern University and A&M College in Baton Rouge (SUBR).
JHENAI W. CHANDLER

Promoting Growth Mindsets in STEM: Lessons from the Florida-Caribbean Louis Stokes Regional Center of Excellence

Director, Florida-Caribbean Louis Stokes Regional Center of Excellence

Jhenai W. Chandler is the Director of the Florida-Caribbean Louis Stokes Regional Center of Excellence at Santa Fe College in Gainesville, FL. Prior to Jhenai’s arrival at Santa Fe College she was the Director of Student and Administrative Affairs for the Florida Department of Education-Division of Florida Colleges. Jhenai was responsible for all phases of student affairs specifically focused on advising, enrollment services, financial aid, student veterans, and homeless and foster care students. Jhenai provided support and technical assistance to Chief Academic and Student Affairs Officers at all 28 Florida Colleges statewide. Jhenai has nearly 12 years of higher education experience in both the Florida State University System and Florida College System and is a doctoral candidate in Higher Education Policy at Florida State University. She is the proud wife to Devaris and mom to Madison and Devaris Jr.

DR. LEROY JONES

STEM Centers’ Roles in Strengthening Institutional Capacity

Dean and Professor, Chicago State University

Dr. Jones is the Dean of the College of Arts & Sciences at Chicago State University (CSU) and Executive Director of the Center for STEM Education & Research at CSU. He holds the rank of Professor in the Department of Chemistry, Physics & Engineering Studies, and is a member of the 2010-11 class of the American Council on Education Fellowship Program. Last month he completed a two-year detail at the National Science Foundation as a Program Officer for the Louis Stokes Alliances for Minority Participation program.

Prior to joining CSU, Dr. Jones was a Research Scientist for BP Amoco Chemicals in Naperville, Illinois. He received a B.S. degree in chemistry with a minor in religious studies from Bradley University, a PhD in organic chemistry from the University of South Carolina at Columbia and served as a Postdoctoral Scholar in organometallic chemistry at Caltech. Dr. Jones and his wife, Lolita, of twenty-eight years reside in Highland, Indiana, and have three children: Kaiita, Kyerra, and Timothy.
Rafael E. Luna, PhD, serves three leadership roles at Boston College: 1.) Associate Dean in the Morrissey College of Arts and Sciences, 2.) Director of the Pre-Health Program, and 3.) Director of the Gateway Scholars Program for STEM.

Dr. Luna earned his bachelor’s degree in Biological Sciences from Southern University (Historically Black College and University) in Baton Rouge, Louisiana. During his junior year at Southern, he was one of six individuals selected from a nationwide competition to participate in the inaugural Biomedical Research Training Program at the National Heart Lung and Blood Institute at NIH, which ignited a passion for biomedical research. Dr. Luna thoroughly enjoyed his biomedical research experience, as he subsequently earned his doctorate in Biological Sciences at LSU, with Professor Konstantin ‘Gus’ Kousoulas. In 2015, Dr. Luna was named as one of six Keystone Symposia Fellows in Molecular and Cellular Biology.

Dr. Luna performed his postdoctorate research at Harvard Medical School, which centered on elucidating the sequence of protein-protein interactions leading to the decoding of the initial start codons of messenger RNAs. Dr. Luna held the position of Instructor in the Department of Biological Chemistry and Molecular Pharmacology at Harvard Medical School. He also held the role as Program Director for Senior Faculty Promotions in the Office for Faculty Affairs at Harvard Medical School. As the previous Executive Director of the National Research Mentoring Network (NRMN) and the former Principal Investigator of the Administrative Core of NRMN located at Boston College, Dr. Rafael E. Luna utilized data analytics to strategically grow NRMN and effectively reach all 50 states, including Hawaii, Alaska & Puerto Rico.

In addition to doing biomedical research and serving as a leader in higher education, Dr. Luna is the author of the book, *The Art of Scientific Storytelling*, which provides a narrative roadmap for scientists publishing in peer-review journals. He is a dynamic speaker and has taught his Scientific Storytelling method throughout the United States and Europe, e.g. Harvard Medical School, Harvard University, Massachusetts Institute of Technology, MIT-Koch Institute for Integrative Cancer, Wyss Institute at Harvard, Harvard University, Children’s Hospital-Boston, Brigham & Women’s Hospital, Boston University Medical School, Dana- Farber Cancer Institute, University of Bergen (Norway), Saarland University (Germany), University of Graz (Austria), University College of London (England), Beijing (China) and many more. Dr. Luna has served as a little league coach for 10 years in inner-city Boston, and five years ago was elected as the President of Mission Hill Little League.
**DR. TYREE MITCHELL**

*Creating Community Engagement through Identity Engagement*

Assistant Professor, Louisiana State University

Dr. Tyree Mitchell received his PhD in Industrial and Organizational Psychology from DePaul University. He also completed a predoctoral fellowship at the Kellogg School of Management at Northwestern University. His research focuses on understanding how individuals influence others at work to achieve common goals, specifically within leadership, team, and negotiation contexts. He recently was awarded a major grant from the National Science Foundation (NSF), which involves developing students in STEM fields to be culturally competent leaders. Dr. Mitchell also recently completed a major research project for the National Aeronautics and Space Administration (NASA), which involved reviewing existing quantitative studies on team functioning in space analog environments and identifying team factors that may enhance and inhibit team functioning and effectiveness in such environments. He has published his research in peer-reviewed journals such as, *Group Dynamics: Theory, Research and Practice, Frontiers in Psychology,* and the *Journal of Leadership Education.* Dr. Mitchell has also assisted on consulting projects for several private and public organizations, such as the Department of Homeland Security (DHS), and Federal Aviation Administration (FAA).

**DR. STACIA HAYNIE**

*Networking Breakfast: Greetings from LSU!*

Executive Vice President & Provost, Louisiana State University

Executive Vice President and Provost Stacia Haynie has been an active member of the LSU community since joining the Department of Political Science in 1990. Dr. Haynie served as Dean of the College of Humanities and Social Sciences before being named Executive Vice President and Provost in the LSU Office of Academic Affairs. Dr. Haynie earned the J. W. Annison Jr. Family Alumni Professor at LSU and has served in a number of administrative positions on the campus including Department Chair, Associate Dean and Interim Dean of the LSU Graduate School, as well as Vice Provost for Academic Affairs.

Dr. Haynie received a bachelor’s degree in theater in 1981 and a master’s degree in political science in 1986, both from Midwestern State University in Wichita Falls, Texas. In 1990, she received her PhD in political science from the University of North Texas.

Dr. Haynie studies judicial politics with special emphasis on comparative appellate court decision-making. With support from the National Science Foundation and the Louisiana Education Quality Support Fund, Dr. Haynie and her colleagues C. Neal Tate of Vanderbilt, Reginald Sheehan of Michigan State University and Donald Songer of the University of South Carolina created a 10-country appellate courts data set. Haynie has particular expertise in the legal systems of South Africa, the Philippines and India. Her studies also include civil trial court decisions in U.S. state courts.
**Workshop Reflections**

**Session Highlights**

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**Creating Community Engagement through Identity Engagement**

*Dr. Tyree Mitchell*

**Action Items**

**Collaborations**
Uncovering the Threshold: Bringing Social Intelligence to the Forefront

Dr. Tyrslai Williams-Carter
### Session Highlights

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### Collaborations

### Action Items

### Session

**Finding the Diamonds in the Rough: Employing Inclusive and Holistic Selection Processes**  
Melissa Crawford
Session Highlights

Collaborations

Action Items

Quantifying Mentorship Effectiveness
Dr. Don Zhang
Session Highlights

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Action Items

Social Connectivity Session 1
Dr. Tracey Rizzuto
Session Highlights

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Action Items

Collaborations

Social Connectivity Session 2
Dr. Tracey Rizzuto
Session Highlights

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Action Items

Collaborations

Closing Session: Looking Forward
SPECIAL ACKNOWLEDGMENT

Participating Institutions

- Auburn University
- Carleton College
- Chicago State University
- Florida A&M University
- Grambling State University
- Indiana University - Purdue University Indianapolis
- Louisiana State University A&M College:
  - Office of Academic Affairs
  - Office of Strategic Communications
  - Office of Strategic Initiatives
- Mississippi State University
- Morissey College of Arts and Sciences
- Santa Fe College
- Shorter College
- Southern University A&M College
- Texas A&M University
- University of Arkansas at Pine Bluff
- University of Louisiana at Lafayette
- University of Wisconsin-Madison
- Xavier University of Louisiana

Participating Louis Stokes Alliances

- Arkansas Louis Stokes Alliance for Minority Participation (ARK-LSAMP)
- Louisiana Louis Stokes Alliance for Minority Participation (LS-LAMP)
- Texas A&M University System Louis Stokes Alliance for Minority Participation (TAMUS LSAMP)
- Wisconsin Louis Stokes Alliance for Minority Participation (WiscAMP)

Vendors

- Baton Rouge Marriott
- KC Design
- Lemonade Creative Marketing, LLC
- Vivid Ink Graphics

Funding Agency

- National Science Foundation

Louis Stokes Regional Centers of Excellence (LSRCEs)

- Louis Stokes Center for Promotion of Academic Careers through Motivational Opportunities to Develop Emerging Leaders in STEM (LS-PAC MODELS)
- Louis Stokes Florida-Caribbean Regional Center of Excellence in Broadening Participation (FL-C-LSRCE)
- Louis Stokes Midwest Regional Center of Excellence in Broadening Participation (LSMRCE)
- Louis Stokes Regional NSF International Center of Excellence in Broadening Participation (LSAMP-NICE)
- Southeastern Coalition for Engagement and Exchange in Nanotechnology Education Louis Stokes Regional Center of Excellence in Broadening Participation (SCENE-LSRCE)
- The Fisk-Vanderbilt Bridge Program Regional Center of Excellence in Broadening Participation (FVBP LSRCE)
AT-A-GLANCE AGENDA

SUNDAY, JULY 21, 2019
4:00 pm  Registration & Welcome Mixer

MONDAY, JULY 22, 2019
8:00 am  Registration
8:15 am  Welcome Breakfast & Opening Remarks
9:00 am  LS-PAC MODELS Overview
9:45 am  Break
10:00 am Social Connectivity Session
11:45 am Break
12:00 pm Keynote Lunch
1:30 pm  Concurrent Sessions
3:00 pm  Break
3:30 pm  Concurrent Sessions
5:00 pm  Break
6:00 pm  Keynote Dinner

TUESDAY, JULY 23, 2019
8:00 am  Registration
9:00 am  Networking Breakfast
10:00 am Mentoring With a Purpose
11:45 am Break
12:00 pm Keynote Lunch
1:30 pm  Concurrent Sessions
3:00 pm  Break
3:30 pm  Concurrent Sessions
7:00 pm Dinner (on your own)

WEDNESDAY, JULY 24, 2019
8:00 am  Arrival & Networking
9:00 am  Keynote Breakfast
10:30 am Break
11:15 am Social Connectivity Wrap-up & Working Lunch
12:45 pm Closing Session: Looking Forward
1:15 pm  Final Remarks

MEETING SPACE

2ND FLOOR

1ST FLOOR

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