

## Panel Session I and Table Discussions

### *Diversity*

Saturday, April 14

8:30 – 10 am

Assembly Room, 4<sup>th</sup> floor Rackham

#### **Session Abstract**

The NRCEN Diversity Panel will address diversity at our centers, focusing on the following topics: how to find and attract students and faculty from underrepresented groups, improving collaborations between NSF centers and LSAMPs and AGEPs, helping students from diverse backgrounds integrate into the research environment, and encouraging students with disabilities to pursue careers in the sciences. We welcome your input on these topics and your thoughts on improving diversity at our centers from any perspective.

#### **Speakers**

##### **Diana Dalbotten**

“Finding a pool of students to recruit for undergraduate research and graduate school.” Good diversity recruiting and program development efforts require that you know where to locate potential students. In this talk we will focus on using WEBCASPAR, NSF’s integrated science and engineering resources data system, as a basis of knowledge for building a better diversity program. Learn how to build your diversity planning around existing data.

##### **Cinda-Sue Davis**

“STEM Entry Point Camp for Deaf and Hard-of-Hearing Girls”

In the summer of 2006, the University of Michigan Women in Science and Engineering Program, with funding from IBM, directed a two-day science and engineering exploration experience on campus for deaf and hard-of-hearing high school girls. Various aspects of the camp, including curriculum, staffing, finding university resources and student recruitment will be shared.

##### **Anne Donnelly**

"Tips for Partnering with your local NSF LSAMP and AGEP Programs."

##### **Lisa Hunter**

"Entering the research culture: Program elements for integrating students from diverse backgrounds." Research experiences for undergraduates are widely used and regarded as successful in advancing students in science and engineering (S&E). For many students, entry into the S&E research environment is similar to entering a new culture. There are norms, practices, and ways of interacting that may even conflict with other aspects of their life, such as school, home, and community. Our center has developed a program that includes a short course, a communication curriculum, and cultural components to help students be successful in the research environment and maintain a strong sense of identity. In this session, program elements will be briefly presented to stimulate discussion and learn about what other centers have done to create successful research experiences for undergraduates.

**Lorelle Meadows**

“Faculty and Staff Diversity: NSF Advance recommendations, best practices and the outcome of our Diversity Blueprints Taskforce.” Successful recruiting to achieve diversity and excellence is a demanding goal that requires, in many cases, institutional transformation from the traditional methods of recruiting. In this presentation, I will outline several recommended strategies to recognize and defray schemas and bias that often lead to institutional inertia with respect to diversity. These recommendations are based on numerous years of institutional analysis by the NSF Advance program.