



# TxARM

Texas A&M System Research Model - AGEP Alliance



## WHO ARE WE?

An Alliance of four Texas A&M System institutions, **The Texas A&M University (TAMU) College Station, TAMU Corpus Christi, TAMU Kingsville, and Prairie View A&M University**, that are working together to develop, implement, and study a new model for advancing STEM doctoral candidates as they complete their doctorates, enter postdoctoral fellowships, and succeed in faculty positions.

## WHO ARE THE PARTICIPANTS?

Under-represented minority (URM) doctoral students at the dissertator stage (completed preliminary exam), majoring in STEM fields at one of the Alliance institutions.

## HOW DOES THE MODEL BENEFIT STUDENTS?

It employs a set of interventions: (1) individualized development plans; (2) professional development opportunities related to communication, writing, networking and job preparation/transition; (3) opportunities to experience academic culture and activities at 5 historically black colleges and universities; and international institutions in New Zealand and Norway.

## WHAT ARE THE EXPECTED OUTCOMES?

The long-term goals include Persistence through tenure (1) research contributions to STEM disciplines; (2) maintained social and academic connections; and (3) transfer of knowledge and skills gained to mentoring future URM students.

## Mentor's Role

*Faculty advisors and mentors will take an active role in providing feedback to inspire continued growth.*

*Faculty advisors are expected to:*

- (1) Participate in development sessions on best practices in advising, micro aggressions, implicit bias, etc.*
- (2) Provide annual feedback to students on progress toward degree completion and the students' career goals will be based on the dissertators' Individual Development Plan (IDP).*

*Mentors will be solicited from STEM faculty who have successfully advised URM STEM doctoral students, as well as URM STEM faculty and other interested faculty. Mentors must make a commitment to:*

- (1) Participate in at least one mentoring development session,*
- (2) Meet with mentees at least once per semester, and*
- (3) Provide feedback and resources to students on career development and other aspects of their IDP.*



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