

2016 Fellows Forum



**MAKE ROOM FOR ME:
WIDENING THE CIRCLE
FOR DIVERSITY & EQUITY**

FRIDAY, APRIL 1, 2016

HONORS, SCHOLARS, AND FELLOWS HOUSE, 4TH FLOOR

SCHEDULE OF EVENTS

2:45 - 3:00 PM

Check-in

3:00 - 3:10 PM

Welcome: Dr. Nancy Marcus

Dean of the Graduate School, FSU

3:15 - 4:30 PM

Session 1 - A Chemical Imbalance: Gender Equity in STEM

Dr. Roxanne Hughes

Director, The Center for Integrating Research & Learning, MagLab, FSU

Dr. Tarik J. Dickens

Assistant Professor, Department of Industrial Engineering, FAMU-FSU College of Engineering

Dr. Lara Perez-Felkner

Assistant Professor, Higher Education and Sociology, Educational Leadership and Policy Studies, FSU

Dr. Deborah Armstrong

Associate Professor, Management Information Systems, College of Business, FSU

4:30 - 4:40 PM

Break

4:40 - 5:55 PM

Session 2 - Those Who Can, Teach...and Do:

Modeling Diversity in Education and Employment

Dr. Rhea Estelle Lathan

Associate Professor, English, FSU

Dr. Ayesha Khurshid

Assistant Professor, Sociocultural & International Development Education Studies, Educational Leadership and Policy Studies, FSU

Dr. Shanna R. Daniels

Assistant Professor, Management, College of Business, FSU

Dr. Simon Cabulea May

Assistant Professor, Philosophy, FSU

6:00 - 7:00 PM

Networking & Informal Discussion Hour: Dinner

7:00 - 7:30 PM

Keynote Speaker: Dr. Laura Osteen

Director, Center for Leadership & Social Change, FSU

7:30 - 7:40 PM

Closing Remarks

Proposal Development and Forum Organization:

Jolie Breaux Frketic, *Industrial Engineering*

Melanie Hom, *Psychology*

Ebony Iheanacho, *Marriage and Family Therapy*

Sophia Rahming, *Educational Leadership & Policy Studies*

The 2016 Fellows Forum was organized by the following Fellows Society members:

Brett Castellanos, *Philosophy*

Jamie Fox, *Financial Mathematics*

Sherrina Lofton, *Sport Management*

Rachel Mathes, *Studio Art*

Cathryn Meegan, *Accounting*

Andrew Moffatt, *Philosophy*

Jamie Schindewolf, *Urban & Regional Planning*

Gertrudes Velasquez, *Educational Psychology & Learning Systems*

Gabriel Williams, *Dance*

Erin Workman, *English*

Anna Worm, *English*

Lesley Wolff, *Art History*

Additional Thanks to Our Staff:

Zhaihuan Dai, *Graduate Assistant, The Graduate School*

Melissa Hardison, *Event Coordinator, The Graduate School*

Dr. Lisa Liseno, *Assistant Dean of the Graduate School*

& Director, The Fellows Society

2017 Fellows Forum

Each year, under the direction of The Graduate School, members of the Fellows Society organize and participate in an interdisciplinary symposium designed to engage students from a broad range of academic disciplines. Proposals for the 2017 Fellows Forum topic are due November 1, 2016.

Session 1: A Chemical Imbalance:



How do Women Find Their Way to the Figurative Table in STEM?

Dr. Roxanne Hughes

Director, The Center for Integrating Research & Learning, MagLab
Florida State University

Dr. Hughes' research focuses on students' identification with STEM fields, particularly physics and engineering.

Women begin to lose interest in STEM fields as early as middle school. Dr. Hughes' work focuses on all stages of women's STEM identity trajectories. One of her research projects focuses on the longitudinal impact of a middle school summer camp on young women's STEM identity trajectories.

This research has advanced researchers' and practitioners' knowledge of how informal STEM education programs can impact participants' STEM identity. The mixed method studies that have resulted from this agenda utilize interviews with teachers and students, pre/post surveys with students, post surveys with parents, and annual surveys and interviews with participants over time.

Dr. Hughes' expertise in the area of STEM identity, particularly as it affects girls and women in STEM, has been recognized by the NSF and the AAUW through her recent invitation to participate in the AAUW Working Meeting, "A Research Agenda on Gender Equity in Engineering and Computing." STEM identity is crucial to understanding how individuals persist in STEM fields. Dr. Hughes' work focuses on how women as early as middle school make sense of STEM and identify with STEM careers.

Dr. Roxanne Hughes was hired as the Director of the Center for Integrating Research & Learning (CIRL) at the National High Magnetic Field Laboratory (MagLab) in 2012. Since that time, she has also been selected to direct the MagLab's Diversity and Inclusion Programs. She brings a breadth of experience in science teaching and informal science education to her position. She also conducts research on STEM identity (individuals' beliefs that they fit the perception of a scientist and can be successful in their chosen field) as it applies to individuals who are underrepresented in STEM fields.

In addition to her work at the MagLab, she also serves on multiple boards and advisory commissions, including: the American Physical Society's Committee on the Status of Women in Physics, the FSU Diversity and Inclusion Council, the Girls on the Run of the Big Bend Board, and the Leon County Commission on the Status of Women and Girls.



What's on the Horizon? The Engi/preneur!

Dr. Tarik J. Dickens

Assistant Professor, Department of Industrial Engineering

FAMU-FSU College of Engineering

The twenty-first century has provided us with a tremendous opportunity to leap out of the last century. Advanced technologies like the Industrial Internet of Things (IIoT) and Additive Manufacturing (AM) have combined to create a fourth Industrial Revolution. The opportunities for minorities to participate in this upswell of ideas and approaches is dependent upon training/educating a new generational workforce.

In order to do this, we must take an honest and inward journey to begin finding solutions to age-old problems. We also must realize that help is on the way and learn from our forebearers how to navigate. STEM attainment can only be achieved when one generation pulls up the next. Pursuance of STEM disciplines can lead to diverse solutions.



Dr. Tarik J. Dickens is an Assistant Professor at the Florida A&M University-Florida State University College of Engineering in Tallahassee, Florida. He is a native of sunny Florida, where he received his PhD in Industrial & Manufacturing Engineering from Florida State University. During his PhD program he developed novel techniques, which are under patent protection, towards the prediction and in-situ monitoring of damage in high-performance composite systems.

Currently, his research interests include manufacturing of composites and advanced materials, advancing additive manufacturing, sensing techniques & non-destructive testing, composite automation techniques, and reliability for life-cycle management. His research focus is on cradle-to-grave production of additively manufactured composite structures. He has authored and co-authored more than 30 journal papers and refereed conference proceedings. He is currently advising graduate students, honors students, as well as supervisory honors for NSF REU, AFRL DREAM, and FSU YSP/UROP interns. His recent entrepreneurial pursuits have resulted in involvement with Leon County EEP, FSU/JMI InNolevation Challenge, NSF I-corp, and NSF STTR programs, totaling over \$500k.

Session 1: A Chemical Imbalance:



Hacking through Stereotypes: Pathways for Underrepresented Women to Scientific Careers, Across Institutional and Social Contexts

Dr. Lara Perez-Felkner

*Assistant Professor, Higher Education and Sociology,
Educational Leadership and Policy Studies
Florida State University*

Dr. Lara Perez-Felkner's research uses developmental and sociological perspectives to examine how young people's social contexts influence their college and career outcomes. She focuses on the mechanisms that shape entry into and persistence in institutions and fields in which they have traditionally been underrepresented. In particular, she investigates racial-ethnic, gender, and socioeconomic disparities in post-secondary educational attainment and entry to scientific career fields.

Currently, she holds appointments as an Affiliated Faculty member in the FSU Department of Sociology and the Center for Higher Education Research, Teaching, and Innovation (CHERTI), and as a Research Affiliate of the Joint Centers for Education Research and Population Research Center at NORC at the University of Chicago. Her international and comparative interests in higher education have been supported as a Visiting Scholar at the Center for Khmer Studies in Siem Reap, Cambodia and as an Affiliated Fellow of the Pathways to Adulthood International Postdoctoral Fellowship Programme for the Comparative Study of Productive Youth Development.

Dr. Lara Perez-Felkner is an Assistant Professor of Higher Education and Sociology in the Department of Educational Leadership and Policy Studies at Florida State University. She won the Transformation Through Teaching Award in 2014 and was a finalist for the 2015 Robert M. Gagne Outstanding Research Award. Her work has been published in *Contemporary Sociology*, *Developmental Psychology*, *Frontiers in Psychology*, and *Teachers' College Record*, as well as in several edited volumes.

Dr. Perez-Felkner earned her BA in Psychology from Wesleyan University and her master's and doctoral degrees in Comparative Human Development from the University of Chicago. At Chicago, she served as a resident head in the college and served on an NSF AGEP-supported Social Sciences Division Task Force on Diversity for the Professoriate. While earning her BA at Wesleyan University, she also worked in residence life, admissions, and student leadership.



Technology is Gender-Neutral, Isn't It?

Dr. Deborah Armstrong

*Associate Professor, Management Information Systems, College of Business
Florida State University*

Women have been consistently underrepresented in the STEM disciplines, and recent reports in the popular press tell us that women are leaving STEM and particularly technology-related professions in droves. Even though the topic has been a focus of study for years, researchers are still grappling with the antecedents of turnover (and turn away) for women in technology.

Dr. Deborah Armstrong has studied gender issues within the IS workforce for over 10 years, exploring questions such as why are women underrepresented, what unique issues they face in the IS field, why do women voluntarily leave the IS field, and what can be done to increase their retention. Dr. Deborah Armstrong takes you through her research on gender diversity within the IS profession and highlights new research into subtle but ongoing gender discrimination as a potential cause of the continued gender imbalance.



Dr. Deborah Armstrong is an Associate Professor of Management Information Systems. Her research interests cover issues at the intersection of IS personnel and cognition, involving the human aspects of technology, change, and learning. Many of the research problems that she finds interesting involve gender-related IS workforce issues, and specifically the barriers and challenges facing women in the IS field. Dr. Armstrong has published numerous articles in such journals as *MIS Quarterly*, *Journal of Management Information Systems*, and *Communications of the ACM*.

Session 2: Those Who Can, Teach...and Do:



Crucibles of Difference: Black Women Beyond Racially Reductive Pedagogy

Dr. Rhea Estelle Lathan

Associate Professor, English

Florida State University

Teaching and mentoring graduate students is one of the most rewarding aspects of Dr. Lathan's career. Facilitating academic rigor in a graduate course means preparing students intellectually and professionally to meet the increasing demands of the academy. Dr. Lathan will discuss how both her teaching and research operate at the intersections of theorizing literacy activism and use. Her goal is to offer students a means to dismantle essentialist representations of critical intellectualism (literacy acquisition and use).

Dr. Lathan will demonstrate how to discover/uncover/recover community-based/grassroots literacy activism of the past and present, then present these activities and activists in such a manner so that others—through understanding and application—no longer equate intellectualism with the narrow vision of the privileged or elite.



By illuminating the community-based literacy activism of everyday people—past and present—and then by exposing or giving these stories back to the community where they come from, young women who are otherwise “at-risk” of harmful activities might identify with these ordinary, community-based heroines and focus their energies toward a creative direction.

Dr. Rhea Estelle Lathan is an Associate Professor in the English Department. She earned a PhD in English with a minor in Curriculum and Instruction and an MA in Afro-American Studies from the University of Wisconsin. Her research includes the literate and rhetorical history of women of African descent, the development of literacy activism, and the delivery systems for the teaching of writing; community-based critical intellectualism, identity politics, and social historical activism; as well as critical race theory in rhetoric and composition. Dr. Lathan teaches courses ranging from social historical perspectives on rhetoric and composition to more specialized African American Literacies and the rhetoric of African American social movements, including African American feminist and literacy history.

Modeling Diversity in Education and Employment



Education, Gender, and the Discourses of Inclusion/Exclusion

Dr. Ayesha Khurshid

Assistant Professor, Sociocultural & International Development Education Studies, Educational Leadership and Policy Studies
Florida State University

Global and local discourses and policies present education as the magic pill that can resolve issues like poverty and gender empowerment in “developing” countries and the economic and social exclusion of minority communities in “developed” nations. Dr. Khurshid’s work reveals how these educational policies and discourses can produce not only new forms of inclusion and opportunities, but also new forms of exclusions and regulations for the marginalized groups. She uses ethnographic and discourse analysis methods to reveal how the “global” and “local” interact to produce these complex processes of inclusion/exclusion at different educational sites.

For example, her research shows how the image of Malala Yousafzai as the global icon of girls’ education and empowerment is constructed through presenting Malala not only as an agent but also as a victim. This agent/victim positionality of Malala mobilizes a particular narrative about the culture of non-Western, especially of Muslim, societies. This approach to education emphasizes the need to critically engage with the *culture* of diverse communities to examine how education produces context-specific, rather than universal notions and practices of empowerment.



Dr. Ayesha Khurshid is an Assistant Professor of International and Comparative Education in the Department of Educational Leadership and Policy Studies at Florida State University. Her interdisciplinary and ethnographic research examines globalization, transnationalism, and gender and education, with a particular focus on Muslim-majority societies and Muslim minority groups living in North America.

Session 2: Those Who Can, Teach...and Do:



Manifestations of Modern Discrimination in Organizations

Dr. Shanna R. Daniels

*Assistant Professor, Management, College of
Business*

Florida State University

The retention of ethnic minorities continues to be a major problem for organizations. In this study, we contribute to the understanding of the factors impacting ethnic minority turnover by examining the role of supervisor paternalism.



Specifically, we argue and find that ethnic minorities perceive more paternalism from their supervisors, and that paternalism in turn influences important employment outcomes including perceived organizational support, psychological empowerment, and perceptions of HR fairness, turnover intentions, as well as actual turnover. We will discuss the implications of these findings.

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Dr. Shanna R. Daniels is an Assistant Professor of Management at Florida State University. Daniels received a PhD in Management from Tulane University. Her research explores workplace mistreatment including discrimination and incivility. She has published work on employment discrimination which has appeared in *The Oxford University Press Handbook of Industrial/Organizational Psychology*.

Her most recent book chapter on race and workplace stress will appear in *Research in Occupational Stress and Well Being*. She is a member of the Academy of Management, Southern Management Association, and Society for Industrial/Organizational Psychology.

Modeling Diversity in Education and Employment



Four Dimensions of Diversity

Dr. Simon Cabulea May

Assistant Professor, Philosophy
Florida State University

Philosophy is probably the least diverse discipline in the humanities. There is a growing movement in the discipline to identify the various causes of this phenomenon and to offer potential solutions to it. I discuss some of the different ways that philosophers have approached this problem and distinguish four dimensions of the value of diversity.

Dr. Simon Cabulea May (FSU Philosophy) works on a variety of problems in social and political philosophy, ethics, and the philosophy of law. These include the ethics of political negotiation and contestation; the nature of moral rights, duties, and demands; and the philosophy, history, and jurisprudence of civil rights. He received his PhD from Stanford University and his MA from Rhodes University, South Africa, where he was an activist in the anti-apartheid student movement.

Keynote Speaker



Navigating Shock and Expectation to Dismantle Oppression

Dr. Laura Osteen

Director, Center for Leadership & Social Change
Florida State University

Dr. Laura Osteen serves as the Director of Florida State University's Center for Leadership and Social Change. The Center is a campus-wide endeavor to transform lives through leadership education, identity development, and community engagement. In addition, Laura teaches in the Undergraduate Leadership Studies Program and advises the Florida State Circle of Omicron Delta Kappa and the FSU Kiteboarding Association.



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