



HHMS-AGEP

Sponsored by National Science Foundation

Preparing Future Faculty Fall Institute

September 8 – 10, 2023
Morgan State University
Baltimore MD 21012
AGENDA

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Howard Hampton Morgan State –Alliance for Graduate Education and the Professoriate (HHMS-AGEP)

With more than two decades of experience with the AGEP Program, Howard University has joined forces with Hampton University, Morgan State University, and the Community College Network (CCN), comprised of Prince George's Community College (PGCC), University of the District of Columbia Community College (CCBC), Thomas Nelson Community College (TNCC) and the Community College of Rhode Island (CCRI) to form the Howard, Hampton, Morgan State (HHMS) Alliance for Graduate Education and the Professoriate (HHMS-AGEP)---- an Alliance bringing together for the first time the Nation's top producers of African American STEM PhDs. The goal of the Alliance is to develop, implement, and evaluate a sequential and cognitive-apprenticeship faculty preparation approach that focuses on increasing the number of underrepresented minorities (URMs) who are well prepared to teach a diverse student audience.

NSF Grant # 2015293, #2015316, #2015313



Community College Network





Friday, September 8

5:00 pm – 6:30 pm

Registration and Check-in

Earl G Graves School of Business and Management
Morgan State University, Ground Floor Auditorium
4100 Hillen Road
Baltimore, MD

6:30 pm – 8:00 pm

Welcome Dinner/Keynote address

Earl G Graves School of Business and Management
Morgan State University, Ground Floor Auditorium
4100 Hillen Road
Baltimore, MD

Keynote Speaker

Christine Barrow, Ph.D., Director
Education Strategy Group

Saturday, September 9

Morgan State University

7:00 am - 7:15 am

Shuttle from Delta Hotel to Morgan State University

7:30 am - 9:00 am

Breakfast, Networking, Meet with Invited Speakers

9:00 am – 9:10 am

Welcome Address

Sharon Evans, HHMS-AGEP Program Manager, Graduate School
Howard University
Washington, DC

9:15 am – 9:30 am

Opening Remarks

Dana Williams, Ph.D., Dean, Graduate School
Howard University
Washington, DC

Martha Jallim-Hall, Ph.D., Associate Professor
Hampton University
Hampton, VA

Hongtao Yu, Ph.D., Provost, Senior Vice President
Morgan State University
Baltimore, MD



9:30 am – 10:30 am

GENERAL SESSION

Voices of the Present: Journeying through the HHMS-AGEP Program

Cameron Lewis, Doctoral candidate, Electrical Engineering
Howard University
Washington, DC

Courtney McKintosh, Doctoral candidate, Physics
Howard University
Washington, DC

Antonio Nwogbo, Doctoral candidate, STEM Education
Morgan State University
Baltimore, MD

Elhelu, Oumsalama, Doctoral candidate, Biology
Howard University
Washington, DC

Noel Bourne, HHMS-AGEP Graduate and Assistant Professor, Mathematics
Tennessee State University
Nashville, TN

10:30 am-11:30 am

GENERAL SESSION

Inclusion and Excellence: The Importance of Recruiting and Retaining Minority Faculty

Donathan Brown, Ph.D., Vice Provost for Faculty Diversity
Northeastern University
Boston, MA

11:30 am - 1:00 pm

Lunch/Keynote

Unveiling the Invisible: Understanding and Overcoming Unconscious Bias and Imposter Syndrome
Stacie LeSure, Ph.D., STEM, Diversity, Equity & Inclusion Consultant

1:00 pm – 2:00 pm

GENERAL SESSION

Pathways to Success: Considerations for Careers in Academia

Lorraine Stinebiser, Director, Office of Faculty Diversity and Recruitment
Rochester Institute of Technology
Rochester, NY

Torrence Sparkman, Ph.D., Assistant Provost, and Assistant Vice President Faculty Diversity
Rochester Institute of Technology
Rochester, NY

2:00 pm – 3:00 pm

GENERAL SESSION

Hiring, Promotion and Tenure at Different Institutional Types

Hany Sobhi, Ph.D., Professor Chemistry



Coppin State University
Baltimore, MD

Donathan Brown, Ph.D., Vice Provost for Faculty Development
Northeastern University
Boston, MA

Constance Ellison, Ph.D., Professor, Educational Psychology and Senior Associate Dean Graduate School
Howard University
Washington, DC

Calvin Stansbury, Ph.D., Dean, STEM
Prince George's Community College
Largo, MD

3:00 pm –4:00 pm

GENERAL SESSION

Intersecting Identities and the Socialization of HBCU STEM Doctoral Students

Briayanna Johnson, Doctoral Student, Counseling Psychology
Howard University
Washington, DC

Elizabeth Ricks Ph.D., Assistant Professor, Human Development
Howard University
Washington, DC

Veronica G. Thomas Ph.D., Professor, Human Development
Howard University
Washington, DC

4:00 pm – 5:00 pm

Creating a Supporting Classroom Culture for Students' Success

Jerez Mitchell, Ph.D., Adjunct Faculty/Mental Health Educator and Advocate
Pepperdine University
Charleston, SC

5:00 pm - 5:30 pm

Closing Remarks

Kamla Deonauth, Ph.D., Program Director HHMS-AGEP
Howard University
Washington, DC



Sunday, September 10

HHMS-AGEP Fellows Retreat

8:00 am - 8:15 am	Shuttle from Delta Hotel to Morgan State University
8:15 am - 9:00 am	Breakfast
9:00 am - 10:30 am	AGEP Student Session: Benefiting and Leveraging Your AGEP Experience Karyl Askew, Ph.D., Program Evaluator Karyl Askew Consulting, LLC Hillsboro, OR Rihana Mason, Ph.D., Researcher Scientist Urban Child Study Center, Georgia State University Atlanta, GA Monifa Beverly, Ph.D., Program Evaluator Beverly Consulting Group LLC Charlotte, NC
10:30 am - 11:30 am	Striking the Perfect Balance-Empowering Graduate Students to Master Time Management and Work Life Harmony Jerez Mitchell, Ph.D., Adjunct Faculty/Mental Health Educator and Advocate Pepperdine University Charleston, SC
11:30 am – 12:15 pm	Lunch
12:15 pm - 2:00 pm	Unleashing the Writer Within: Conquering Blocks and Procrastination in Dissertation Writing Benjamin Welsh, Ph.D., Associate Professor, Grad. Program Higher Education Morgan State University Baltimore, MD
2:00 pm – 3:00pm	Wrap-Up



Karyl Askew, PhD



Dr. Karyl Askew is the owner and principal consultant of Karyl Askew Consulting, LLC. She has over 16 years of experience applying a culturally responsive methodology toward broadening participation in program evaluations of social interventions and increasing individual and organizational evaluation capacity. Dr. Askew works alongside program developers and community stakeholders to conduct evaluation studies that create connections and shared understandings. Her aim in every exchange is to build stakeholders' capacity to invite multicultural perspectives into the program development and evaluation process by honoring the dignity and value of each contributing voice. Dr. Askew's projects broaden the participation in program evaluation, advance innovation, and achieve outcomes, partnerships, and policymaking that center social justice. Overall, her work has centered on federal initiatives intended to

broaden access for marginalized populations to innovative science, technology, engineering, and mathematics (STEM) education and career opportunities across the lifespan. Her work continues to diversify around social justice issues, including environmental justice, community wealth-building, and equity in K12 reading literacy. Dr. Askew currently serves as the program chair for the Multiethnic Issues in Evaluation American Evaluation Association (AEA) Topical Interest Group and as a North American Association for Environmental Education (NAAEE) board member. She has been invited by several regional and national organizations, including the American Evaluation Association (AEA) and local AEA affiliates, to share her culturally responsive equitable evaluation expertise. She has co-authored peer-reviewed publications on gender differences in educational outcomes, multicultural perspectives in evaluation, and reports that aid program leaders in integrating evaluation findings into policy and practice.

Christine Barrow, PhD



Dr. Christine Barrow has been a member of the Prince George's Community College faculty for twenty years. She is dean of the STEM Division, which includes four departments that educate over 8,000 students each year. Prior to serving as dean, she served as Department Chair and Professor. During her tenure at the College, she has helped secure over \$30 million in grants for the College and its partners. In addition, she championed the effort that led to the College being named the first community college to receive the designation as a Center of Academic Excellence in Cyber Defense for 2-Year Education from 2014 – 2021. She has developed STEM programs and strategies with many partners, including the National Institutes of Health (NIH), Lockheed Martin Corporation, the National Security Agency, local school systems, four-year colleges, and several local, regional, and national non-profit organizations.

Monifa Beverly, PhD



Dr. Monifa Beverly is the owner of Beverly Consulting Group, LLC. She has 17 years of program evaluation experience applying a collaborative and culturally responsive methodology toward supporting educational institutions and communities. Dr. Beverly is an experienced evaluator, researcher, and educator who listens deeply and poses "just-in-time" questions that move conversations forward. She holds bachelor's and a master's degree in Economics and a doctorate in Education with a focus on culture, curriculum, and change. Dr. Beverly has expertise in qualitative evaluation design, qualitative data collection methods, group facilitation, and reporting that leverages best practices in data visualization. She uses evaluation findings, in real-time, to help organizations take immediate action on salient issues. In addition, Dr. Beverly uses creativity and experience to develop authentic relationships and innovative evaluation products.

Noel Bourne, PhD



Dr. Noel Bourne is Guyanese American and is currently an Assistant Professor of Mathematics at Tennessee State University. He completed his bachelor degree in Mathematics at Xavier University of Louisiana, his master degree in Mathematics at North Carolina Central University, and his Ph.D. in Mathematics at Howard University. He spent a year at Carnegie Mellon University working with Dr. Michael Young on his NSF-Supported Project: Studying Successful Doctoral Students in Mathematics from Underrepresented Groups.



Donathan Brown, PhD



Dr. Donathan Brown is the Vice Provost for Faculty Diversity at Northeastern University. In addition, Dr. Brown is an Associate Professor, former U.S. Fulbright Professor, and current U.S. Fulbright Scholar Alumni Ambassador. On the administrative side, Dr. Brown leads the Office of Faculty Diversity and Recruitment. In this capacity, Dr. Brown provides institutional leadership for the effective recruitment and advancement of a diverse and excellent faculty body. On the academic side, Dr. Brown is an expert on race and public policy, especially as it pertains to African Americans and Latinos. In addition, Dr. Brown has published several books, articles, and has provided expert commentary for many major media outlets, ranging from Forbes to the Huffington Post, along with multiple media outlets in Canada and Slovenia.

Kamla Deonauth, PhD



Dr. Kamla Deonauth is Guyanese American and currently serves as Howard University's Director of the Center of Excellence for Future Faculty (CEFF), and the Co-Institutional Leader for the Center of Integration of Research Teaching and Learning (CIRTL) in the Graduate School. Previously she was a faculty member in the Department of Biology at Howard. She completed her BS in Biology at George Mason University, her MS in Molecular Biology at Purdue University, and her Ph.D. in Developmental Biology at Howard University. She spent three years at the Lombardi Cancer Center at Georgetown University where she completed her postdoctoral studies in tumor angiogenesis. She has lived in Geneva Switzerland for many years and is bilingual, speaking English and French.

Constance M. Ellison, MS., PhD



Dr. Constance M. Ellison earned a Bachelor of Science degree from Boston University and a Master of Science and Doctor of Philosophy degree in Development Psychology from Howard University. She was a postdoctoral fellow in the Applied Developmental Psychology program at the University of Maryland, College Park. Dr. Ellison is currently the Senior Associate Dean for Graduate Studies in the Graduate School. She has served at Howard University in the capacities of Vice President for Student Affairs; Associate Dean for Educational and Research Affairs in the Graduate School; Executive Director for the Office of Grants Management; and Interim Associate Vice President for Regulatory and Research Compliance. Dr. Ellison has also served for a number of years as Director of Graduate Studies in the Department of Human Development and Psychoeducational Studies and as Assistant Dean in the School of Education. She was a Project Director at the Center for the Education of Students Placed at Risk (CRESPAR) at Howard University. She has published numerous refereed articles and book chapters on educational issues pertaining to African American children. As a Professor of Educational Psychology, Dr. Ellison has taught courses in the areas of Research and Statistics, Human Development, Cognition and Learning. Her research interest examines the association between reflective teacher practice and collective teacher efficacy in enhancing school climate and student achievement outcomes.

Sharon Evans



Sharon Evans is a Project Management professional with over 15 years of experience in the field of Higher Education. She has worked on a variety of projects ranging from training sessions, large scale events, and special academic programs. She previously served as Assistant Director in the Office of Student Services, and Program Manager for the GEAR UP research program in Howard University's College of Engineering and Architecture. Ms. Evans currently serves in the capacity of the Program Manager for the HHMS-AGEP Grant.



Martha Jallim Hall, PhD.



Management As the current Chair of the Department of Education and Coordinator of the PhD in Educational, **Dr. Martha Jallim Hall** has the overall responsibility for directing and overseeing all matters related to the department and programs including: Ph.D. in Educational Management; M.T. in Teaching; M.A. in Educational Leadership; and B.A. in Interdisciplinary Studies. She leads all efforts to comply with the expectations of the Council for the Accreditation of Educator Preparation and the State Department of Education for reaffirmation of all programs in the Department of Education. As the former Department Chair of Counseling, Dr. Jallim Hall co-chaired the revision and expansion of the counseling program from a 36 hour to a 54 and 60 hour program and the development of a new concentration in Pastoral Counseling, the Specialist in Education degree program, and the Ph.D. in Counseling and Supervision. These efforts fully prepared students to obtain licensure and the revision of the master's degree program to the level where it is now accredited by CACREP (Council for the Accreditation of Counseling and Related Educational Programs).

Briayanna Johnson



Briayanna Johnson is a doctoral student in Counseling Psychology at Howard University and an evaluation associate with the Georgetown-Howard Universities Center for Clinical Translational Sciences (GHUCCTS). She is also a graduate research assistant with HHMS-AGEP (Howard, Hampton, Morgan State) AGEP. Briayanna's research interest includes cultural factors influencing adolescent development, inter-generational trauma, and development of academic & career self-efficacy. She has presented at professional conferences on issues of mindfulness, the Black family, and Black grief and social justice. Briayanna is a co-host of PsychHD, the Podcast which seeks to help diverse students enter doctoral programs for psychology.

Cameron Lewis



Cameron Lewis is a Fifth Year Electrical Engineering PhD Student at Howard University from Buffalo, NY. Before graduate school, Cameron graduated magna cum laude from Howard University while playing basketball for the university and volunteering with the National Society of Black Engineers. For graduate school, Cameron decided to attend Howard University to work with his favorite professor, Dr. Michaela Amoo, to research the application of Field Programmable Gate Arrays in autonomous platforms. Before joining HHMS-AGEP, Cameron was also named a GEM PhD Employer Fellow. After graduate school, Cameron intends to become a faculty professor at his alma mater Howard University.

Rihana S. Mason, PhD



Dr. Rihana Mason received her PhD in Experimental Psychology with an emphasis in Cognitive Psychology from the University of South Carolina, Columbia, SC. She is an experimental psychologist with over 20 years of social science research experience including five years of program evaluation. Dr. Mason offers her experience in culturally relevant evaluation and the application of psychosocial theoretical frameworks to large scale research investigations involving culturally diverse populations in a variety of learning environments. She has served as Project Director for evaluations at the federal/state level (US Education Department, Office of Elementary and Secondary Education) including the Striving Readers Comprehensive Literacy Initiative (SRCL) and Comprehensive Literacy State Development (CLSD). She brings evaluation expertise related to the teaching of scientific concepts and research methods through her role as an external evaluator for National Science Foundation HBCU-UP Targeted Infusion grant awarded to Morehouse College (Award HRD-1818618) and Karyl Askew Consulting. Dr. Mason is knowledgeable of successful research practice partnerships through her networks associated with her role as research scientist at the Urban Child Study Center at Georgia State University.



Courtney McIntosh



Courtney McIntosh graduated from the University of California, Santa Barbara with a bachelor's in physics, and is currently a graduate student in Howard University's Department of Physics and Astronomy. His research currently focuses on general relativity, specifically gravitational waves and the orbital characteristics of bodies that orbit black holes. As someone with a passion for teaching, his experience in the HHMS-AGEP Program has been extremely gratifying, providing new perspectives and modern educational techniques that greatly improve his ability to inspire a passion and respect for science.

Jerez Mitchell, PhD



Dr. Jerez Mitchell is a mental health consultant and provides psychoeducational programming and advocacy for children and adults. She currently works at the Charleston Area Urban League as the Family Equity and Education Coordinator. She is an adjunct professor at Pepperdine University in Malibu, California and held an adjunct professor position at the Citadel in Charleston, South Carolina. Dr. Mitchell is also the co-creator of *Cuts and Conversations*, an initiative to increase the retention, progression, and completion rates of Black Males at colleges, universities, and beyond. She is the co-founder of Southern Conduits, LLC which is a consulting firm that specializes in wellness management, community engagement, and program management. Jerez honors her sense of responsibility to her community and strives to advocate and implement cultural and evidence based interventions and programs that can positively impact marginalize populations.

Antonia Nwogbo



Antonia Nwogbo is a HS/College mathematics educator with diverse experience and a member of the NCTM and AERA. Currently, with Baltimore County Public Schools and Community College, she's pursuing a Doctorate in Mathematics Education at Morgan State University.

Maximizing and improving student learning keeps her passionate and committed to her field of work. She supports diverse students' needs using research-based approaches to provide personalized learning opportunities with equity and flexibility.

Antonia sees herself advocating for students' instructional needs by inspiring instructional math practices that are innovative among math teachers in schools and better educational policies that are equitable for ALL students

Oumsalama Elhelu



Oumsalama Elhelu is a PhD candidate at the Biology Department of Howard University.

Oumsalama's interest in cancer research began after she lost her mother to gastric cancer in 2009. She was first introduced to research in a cancer/molecular biology lab upon her arrival at UDC in 2010, where Oumsalama earned her first scientific publication. After completing her BS in Biology at UDC, she worked for FDA, where Oumsalama was an ORISE Postbac fellow for 3 years, gaining various techniques and co-authoring three scientific publications. Oumsalama decided to join Howard University in 2019 to pursue a graduate degree in Biology. She is currently a fourth-year Biology PhD student at Howard University with a concentration in Parasitology. Her passion for teaching was illuminated upon her arrival at Howard University when she was assigned a TAship position in the biology department. She has completed all her course work requirements for the degree and joined the HHMS-AGEP program in hopes to enrich her resume for a role in the professorate. As an AGEP fellow, Oumsalama was given the opportunity to attend conferences that have enriched her knowledge about the professorate. Her inspiration to complete this degree is an attempt to fill the shoes her father walked in as he is a Howard University Biology PhD Alumni and was a professor at UDC for twenty years before he retired.



Glenda Prime, PhD



Dr. Glenda Prime is the present Dean of the School of Education and Urban Studies at Morgan State University. She holds the PhD in Education from the University of the West Indies, an M.A. in Education, the Post-Graduate Diploma in Science Education, and the B.S. in Chemistry and Biology. She has had almost two decades of teaching experience in the graduate preparation of science teachers. She is a science educator and researcher and has published numerous articles in refereed journals in science and technology education and most recently has published a book chapter on technology education. Her work has received international recognition and she has been an invited speaker at several national and international scholarly meetings. Dr. Prime has had extensive leadership experience and currently leads the Ed. D. programs in science and mathematics education at MSU, and was responsible for the development of the Master's programs in mathematics and science education.

Elizabeth Ricks, PhD



Dr. Elizabeth Ricks is an Assistant Professor in the Department of Human Development and Psychoeducational Studies at Howard University. She is also a research associate with HHMS- (Howard, Hampton, Morgan State) AGEP. Dr. Ricks teaches courses that focus on youth placed at risk and resiliency, parent-child relationships, and research methods. She earned a PhD in Educational Psychology with a concentration in Educational Policy from Howard University. Dr. Ricks research focuses on classroom contextual factors contributing to the development of young children's motivation, cognitive, and social emotional development.

Myeshia Shelby



Myeshia Shelby is a Genetics & Human Genetics doctoral candidate with a passion for evidence-based treatments and translational medicine. She is currently researching the relationship between Alzheimer's disease and apolipoprotein E (APOE) genetic isoforms to link cognitive impairment with dietary behaviors. Her goal is to enable early disease detection and personalized dietary recommendations for APOE risk allele carriers. Apart from research, Myeshia is dedicated to promoting diversity in STEM. She served as a teaching assistant at Howard University and joined AGEP to empower underrepresented minorities in science. With past experiences at the National Cancer Institute, the University of Lagos, and Howard University, Myeshia aspires to develop a robust research skill set. Her ultimate mission is to contribute to scientific literature, representation, and healthcare by translating her research into specialized therapeutics and early diagnostic tools.

Hany Sobhi, PhD



Dr. Hany Sobhi obtained his Ph.D. in Clinical Bioanalytical Chemistry, with a specialization in synthetic bioorganic chemistry from Cleveland State University in 2008. Following his M.S. in Synthetic Organic Chemistry in 2005. In 2008 he was appointed as an NIH Post-Doctoral Fellow, at the Center for Mitochondrial Diseases at the Department of Pharmacology, at Case Western Reserve University, School of Medicine. In 2019 Dr. Sobhi was promoted to the rank of full Professor of organic and clinical chemistry at Coppin State University. Since 2011, Dr. Sobhi has established his research lab (Center for Organic Synthesis).



Calvin Stansbury, PhD



Dr. Calvin E. Stansbury has been in higher education for more than 25 years. He is currently the Dean of STEM at Prince George's Community College and served four years as the Associate Dean of STEM at PGCC. Prior to relocating to Maryland, Dr. Stansbury worked as a math faculty in community college in North Carolina and Virginia. Dr. Stansbury holds a B.S degree in Mathematics from Elizabeth City State University, a M.S degree in Mathematics, and an Ed.D. in Adult and Community College Education from North Carolina State University.

Lorraine Stinebiser



Lorraine Stinebiser currently serves as the Director of the Office of Faculty Diversity and Recruitment at the Rochester Institute of Technology. As the director, she is responsible for executing recruitment marketing initiatives aimed at identifying historically underrepresented minority graduate students for potential faculty roles. Her work centers on developing marketing and communications strategies to reach this diverse population including managing the annual RIT Future Faculty Career Exploration Program. Additionally, she has supported faculty search committees by developing a pipeline of women and Black/African American, Latinx, and Native American/Indigenous candidates. Stinebiser has worked in faculty diversity and recruitment at RIT since 2014 and held prior roles at the University at Buffalo and regional media outlets.

Veronica G. Thomas, PhD



Dr. Veronica G. Thomas is a Professor in the Department of Human Development and Psychoeducational Studies at Howard University. She also serves as the Evaluation and Continuous Improvement (ECI) Director for the Georgetown-Howard Universities Center for Clinical Translational Sciences (GHUCCTS) and the director of the HHMS (Howard, Hampton, Morgan State)-AGEP social science research component. Dr. Thomas research interests include culturally responsive evaluation, aspirations of Black STEM students, women and health, and well-being of Black families. She has authored or co-authored numerous journal articles and book chapters. Her most recent textbook published by SAGE, *Evaluation in Today's World: Respecting Diversity, Improving Quality, and Promoting Usability*, and co-authored with Patricia B. Campbell, won a 2021 Most Promising New Textbooks Award from the Textbook and Academic Authors Association (USA).

Dana A. Williams, PhD



Dr. Dana A. Williams is Professor of African American Literature and Dean of the Graduate School at Howard University. She has published extensively in African American literature and culture and teaches a range of graduate and undergraduate classes in African American literature and in writing studies. She is a former president of the College Language Association—the largest and oldest organization for faculty of color who teach languages and literature—and a member of the Modern Languages Association Executive Council. A Ford Foundation fellow at Northwestern University in Evanston, IL, and a John Hope Franklin Humanities Center fellow at Duke University, Williams taught at Louisiana State University in Baton Rouge before returning to her *alma mater* to teach in the Department of English. Williams is a native of Louisiana and a graduate of Grambling State University.



Hongtao Yu, PhD



Dr. Hongtao Yu is Provost & Senior Vice President for Academic Affairs at Morgan State University. He received his baccalaureate degree from the Department of Chemistry, University of Science and Technology of China (1982); his master's degree from the Institute of Chemistry, Chinese Academy of Sciences (1986); and, his doctorate (Ph.D.) from the Institute for Organic and Biochemistry, Technical University of Munich, Germany (1990). Among Dr. Yu's numerous awards and honors is the 2011 Stanley C. Israel (Southeast) Regional Award for Advancing Diversity in the Chemical Sciences, the HBCU Pioneer Award from the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE), the Mississippi State Legislature HEADWAE Outstanding Faculty Honoree Award, and the National ChemLuminary Award for "Best Activity with Underrepresented Minority Students and/or Organizations" from the American Chemical Society.