This report highlights the broad range of programming activities and measurable outcomes of the Center for Inclusive Education during the academic year 2011-2012 and summer 2012. In the matrix below, detailed information about specific actions taken are juxtaposed alongside the goals set forth in the CIE Plan for 2011-2012. As a valued resource and catalyst for diversity efforts across campus, we are pleased to report that recruitment, retention and professional/career development services were provided to over 150 underrepresented minority graduate student and over 40 graduate programs. Specific efforts were made to build on past successes in order to improve core activities (Research Café Series, Community of Student Mentors, Writing to Win) as well as develop new activities (Accountabila-Buddy, Alumni Speaker Series, Science Writing) to remain competitive and relevant at the national level. Students, faculty, staff and even alumni were engaged in the design, implementation and assessment of programmatic activities. These activities aim to help underrepresented minority graduate students successfully navigate their graduate careers so that they can make timely progress towards their degree completion and career goals. We accomplish this through a combination of community building activities, direct financial support, structured study groups and writing time, mentoring, and other programs designed to help our students succeed. We hope this report serves as an informative tool that will foster communication and collaboration across administrative departments and academic units on campus and will lead to the development of proposals, ideas, strategies and policies to enhance the educational experiences and success of our students, faculty and staff.

<table>
<thead>
<tr>
<th>Stated Goal Per 2011-2012 CIE Plan</th>
<th>Actions Taken &amp; Measurable Outcomes</th>
</tr>
</thead>
</table>
| Host monthly events to foster a strong sense of academic, social and professional development support within the CIE community. | 1) This year’s **W. Burghardt Turner Annual Welcome Dinner** was held at the historic Three Village Inn in Stony Brook on October 5, 2012. 130 people attended, 20 new Turner Fellows were recognized, and guest speaker and Turner alumna Michelle Juarez kicked off the Turner Alumni Speaker Series by giving a presentation entitled “Stony Brook: Dichos from a Ph.D.”
2) The CIE hosts a variety of **Community Building Events**, including:
   - Annual Photo Day – 29 students participated and the photo was used for the CIE holiday card mailed to the campus community as well as CIE alumni
   - Doctorial Hooding Day Brunch
   - Post-Doc Appreciation Luncheon – 21 attendees |
| 3) 20 students participated in this year’s **Community of Student Mentors Program**, in which advanced students meet regularly with a first- or second-year student to assist them in transitioning successfully to the rigors of graduate school life. A kickoff event was held in the Center on October 26, 2011 with 15 students in attendance. | 1) The CIE held seven (7) scholarly/scientific talks throughout the year as part of our ongoing **Research Café Series**, which provides a forum for Center students to present their research to the CIE and larger university communities this year. We yielded an average attendance of 15 students.  
   - September: Lori Gallegos de Castillo, Philosophy, “Autonomous Endorsement and the Sources of Normativity”  
   - October: Noel Carrascal, Applied Mathematics and Statistics, “Structural and energetic determinants of function in the heterotrimeric G-protein”  
   - December: Marcus Brock, Cultural Analysis & Theory, “‘Mustache’: Re-Imaging Mainstream Queer [sub]Culture and Socio-Racial Constructs”  
   - January: Cindy Leiton, Molecular and Cellular Pharmacology, “Are matrix metalloproteinases involved in oligodendrocyte development?”  
   - March: Onika Murray, Molecular and Cellular Pharmacology, “Phospho-sulindac Inhibits Pancreatic Cancer Growth: The Role of NFATc1”  
   - April: Karla Batres, Psychology, “Why study bilingualism?: Cognitive benefits and disadvantages of living with multiple languages”  
   - June: Joseph Ortiz, Materials Science and Engineering, “Nanoparticles as Strengthening Mechanism Compatibilizers Within Polymer Blends”  

2) The CIE hosted two (2) **Topic-Based Lunches** this year, with the goal of offering students a glimpse into the professional pathway of our senior university leaders, fostering a sense of school spirit as well as providing valuable insight into potential career paths. This year’s lunches included:  
   - Dr. Lawrence B. Martin, Dean of the Graduate School: 24 students attended this November 18th talk, entitled “Pursuing an Academic Career and Transforming
Graduate Education”
  o Dexter Bailey, Vice President for University Advancement and Executive Director of the Stony Brook Foundation: 21 students attended this April 27th talk, entitled “University Service Among the Top One Percent”

3) 47 students attended our annual **Writing to Win Workshop** on September 19, 2012.

4) The CIE held a one-day Saturday intensive **Science and Proposal Writing Workshop** to help our students learn how to best communicate their science, whether it be in published papers, a dissertation, or to the public. 7 students participated by submitting drafts of a work in progress ahead of time and having a chance to receive feedback on it.

5) The CIE also provided our students an excellent opportunity to professionalize themselves and network. In fall of 2011, eleven (11) CIE students attended the **SREB Compact for Faculty Diversity**, a conference designed to help underrepresented students in their transition from graduate school to a postdoctoral or faculty position. The Compact is the single largest gathering of minority doctoral students in the country.

<table>
<thead>
<tr>
<th>Pursue key grant opportunities that will add significant resources to support the mission of the CIE.</th>
<th>The CIE submitted four grant proposals this year:</th>
</tr>
</thead>
<tbody>
<tr>
<td>The CIE submitted four grant proposals this year:</td>
<td>• NIH IRACDA (Institutional Research and Career Development Award) – Awarded $3,306,210 June 2012</td>
</tr>
<tr>
<td>• NIH PREP (Post Baccalaureate Research Education Program) – under review. Requested $1,500,000</td>
<td>• NIH IMSD (Initiative for Maximizing Student Development) – under review. Requested 2,875,934</td>
</tr>
<tr>
<td>• NSF LSAMP BD (Bridge to the Doctorate) in collaboration with STEM Smart – Awarded $977,820 August 2012</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Share our best practices regionally and nationally through presentations at key meetings and conferences and the dissemination of publications.</th>
<th>1) Nina Maung-Gaona attended the <strong>National GEM Consortium Board of Directors Meeting</strong>, held August 2-4 in Washington, D.C. The meeting brought together representatives of 100 member institutions and industry partners to vote on new motions to improve and expand GEM operations.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2) Dr. Alexandra Corrales presented the SUNY AGEP Evaluation Project at the <strong>SUNY STEM Conference</strong> in Albany, NY in November, 2011.</td>
<td>3) Nina Maung presented at the <strong>Understanding Interventions Conference</strong> in Baltimore, MD in May 2012. She was accompanied by Dr. David Ferguson and Dr. Alexandra Corrales.</td>
</tr>
<tr>
<td>4) Nina Maung, Dr. David Ferguson, Dr. Alexandra Corrales, Kathryne Piazolla, and Jennifer Bleck attended the <strong>NSF JAM (Joint Annual Meeting)</strong> Conference in Washington, DC in June 2012.</td>
<td>5) Nina Maung and Dr. David Ferguson attended the annual <strong>IRACDA Conference</strong> in Philadelphia, PA in June 2012.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Continue to support faculty and departments</th>
<th><strong>Grant Proposal Support, Letters of Recommendation:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Grant Proposal Support, Letters of Recommendation:</strong></td>
<td>• Ecology &amp; Evolution – GAANN</td>
</tr>
</tbody>
</table>
in their pursuit of external funding by providing letters of support for grants, participating in site visits, and helping to write relevant sections of proposals and departmental plans.

- Genetics NIH Training Grant
- Biomedical Engineering & Materials Science – NSF Grant
- Cardiovascular T32 Training Grant
- Brooklyn College MARC RISE
- Geosciences OEDG Proposal - A Career Path for African-American Students from HBCUs to National Laboratories
- BNL WIS (Women In Science)
- McNair Proposal from the Department of Technology & Society
- Anatomical Sciences – NSF Grant

**Participate in national diversity conferences and meetings to ensure Stony Brook is visible among students; government agencies, higher education institutions and other relevant entities in the national landscape.**

The Center participates in extensive minority recruitment efforts, including representation at key national conferences and recruitment fairs, such as the Savannah State Grad Talk, the NIH Recruitment Fair, the BNL Grad Fair, the UMBC McNair Conference, the AGMUS Research Symposium, the GEM Grad Lab NJIT, the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS), the Annual Biomedical Research Conference for Minority Students (ABRCMS), and Emerging Researchers National Conference in STEM (ERN). These conferences provide access to a strong pool of research-minded undergraduate students who can be recruited as candidates for graduate study. This year we collected 260 intake forms from interested undergraduates.

**Engage alumni in CIE activities in an effort to forge new partnerships and commemorate the 25th anniversary of the W. Burghardt Turner Fellowship program through a series of activities that engage members of the Turner community, past and present as well as fundraise.**

1) As part of our year-long celebration of the 25th Anniversary of the Turner Fellowship, we have been holding a Turner Alumni Speaker Series, in which we invite Turner alumni to return to campus and share their work and experiences on their path to success with current CIE students. Presentations celebrate the success of our graduates and serve as important professional development opportunities for our current students, introducing them to potential career paths and motivating them to be leaders not only in their academic fields, but as mentors to the next generation of diverse scholars. The series attracted an average of 35 attendees per the following lectures:

- Dr. Michelle Juarez, Ph.D., 2004 Genetics, “Stony Brook: Dichos from a Ph.D.” – October 5, 2011
- Dr. Phillip Ortiz, Ph.D., 1992 Physiology and Biophysics, “Paying it Forward: SUNY, Science, and Education” – March 14, 2012

2) Planning for the Turner 25th Anniversary is in full swing. We have
launched a Turner 25th Fan Page on Facebook as well as a Twitter account. We are working on fundraising efforts to grow the Turner Endowment Fund. A gala event is being planned for October, which will include a symposium, a dinner, and many other activities.

3) The Turner fellowship administration, in collaboration with the offices of Alumni Relations and Advancement, hosted a New York metro Turner alumni mixer on August 16 in Manhattan. The purpose of the event was to bring together members of the New York City Area Turner Alumni community to generate interest and buy in for the 25th Anniversary Celebration in October. The mixer was attended by nine area alumni who networked and shared stories on their experience as Turner fellows. The Turner office will be following up with attendees to ensure attendance at the 25th anniversary and ask these local alumni to encourage their fellows alumni to participate at well.

| Assisted departments in their efforts to provide current and future students access to opportunities for academic and career success through effective mentoring, financial support professional development and networking. | 1) CIE students are eligible for a variety of forms of direct financial assistance in the form of fellowships, conference travel awards, book stipends, and research grants. This year, the CIE provided the following financial assistance:
   - Turner stipends to 64 fellows, totaling $582,328
   - 18 Turner Conference Travel Awards, totaling $16,576
   - 4 Dissertation Support Stipends of $4,000 each, totaling $16,000
   - 16 Turner Summer Research Grants, totaling $67,371
   - 16 AGEP Conference Travel Awards, totaling $15,576
   - 12 AGEP Book Stipends, totaling $3,349
   - AGEP Recruitment Top Off, Fall 2011 $2500
2) 28 students borrowed laptops as part of the Laptop Loan Program, which provides CIE students who are unable to afford it on their own crucial access to technology, enabling them to complete their studies more efficiently.
3) To provide support for students that need assistance with core courses or qualifying exams, the CIE organizes peer-led structured study groups. This year 4 students participated in the graduate biochemistry study group.
4) Studies show that sharing one’s goals with others and working together to achieve them will largely increase one’s chances of success. With the Writing Accountabila-Buddy, the CIE provides a quiet space and an accountability system for those students working on dissertations and publications. They set aside a block of time to dedicate to writing and making measurable progress on writing projects. Nine (9) students participated in the fall semester and six (6) in the spring.

| Build the capacity and awareness of individual members and entities on campus of ways to support the mission of diversity and foster greater | 1) The CIE hosted over 17 faculty visitors from around the country participating in the Visiting Faculty Program (VFP) at Brookhaven National Laboratory along with Stony Brook faculty members to help form pipeline development from their MSI and HBCU undergraduate intuitions to our graduate programs.
2) The CIE also makes an effort to be a presence in the University community as a whole. In particular, we strive to be a voice for equality
| Participation in diversity efforts. | and a center for celebrating our diversity. Further, we strive to cultivate a continued sense of community among our alumni. To that end, the Center hosted a variety of **Celebrating Diversity Events**, including a Hispanic Heritage Month Faculty Forum, featuring Professors Miguel Garcia-Diaz, Hugo Benitez Silva, Paul Firbas, Maricedes Acosta Martinez, and Christina Vargas Law, and attended by 50 students and guests. We also hosted a Black History Month Celebration, “From Black Roots Everyone Grows,” with 19 in attendance. |
| Provide advice and advocacy for CIE students. | The CIE directly monitors our students’ progress and provides intervention, problem mitigation and/or advocacy as necessary on their behalf.  
1) At the end of each semester the Center reviews all CIE student grades via their transcripts in PeopleSoft and evaluates their resulting grade point averages to keep aware of students who may be at risk for being placed on academic probation. These course evaluations are logged into the Center’s Access database and reported to the Assistant Dean on a semesterly basis. Should a CIE students’ grades be of concern a meeting will be scheduled with the Assistant Dean to discuss strategies for grade improvement such as retaking of courses, tutoring, etc. Should intervention on behalf of a student be needed the Assistant Dean will be in communication with the student’s academic department to discuss challenges and possible mean of overcoming a student’s academic obstacles.  
2) This summer, Nina hosted a series of **Retention Lunches** with CIE students. The lunches took place off-campus at local area restaurants, such as the Curry Club and Pollo Rico, to give students a casual setting in which they could catch up with each other while keeping the CIE up-to-date with their academic and personal life milestones. The lunches also gave students a chance to discuss graduate student life issues and exchange suggestions on how to deal with these issues. Finally, the students were able to offer their input as to how the CIE can better serve to meet their needs. Based on the incredible success of these lunches, we plan to continue to organize them in the future. |
<p>| Keep our constituents and the broader University community abreast about key diversity developments within the Center, throughout New York State and nationally. | This year the Center sent one staff member along with along with Stony Brook’s Chief Diversity Officer and a representative from Legal Affairs to the AAAS workshop on access and diversity in Boston, MA. This two day workshop was part of the second phase of a multi-year NSF funded Law and Diversity Project aimed at diversity and access issues for faculty and students in STEM fields. The workshop provided legal and policy guidance and resources that brought valuable perspective to the Center considering how to develop diversity programs that would be inclusive, sustainable, and limited in risk as it pertains to legal issues of diversity and affirmative action programs. |
| Through the results of the AGEP evaluation project, lay the groundwork to conduct scholarly research on | We continued to work on our comprehensive <strong>CIE Student Database Project</strong> in an effort to ensure we have the most complete, up-to-date information possible on all present and past CIE students, including demographics, contact information, career tracking information, etc. This project will be invaluable in helping us plan the Turner 25th Anniversary |</p>
<table>
<thead>
<tr>
<th>STEM education and diversity.</th>
<th>Celebration and reconnect with all our former students. AGEP Evaluation Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue to develop the pathway for undergraduates into graduate study through funded summer research internships.</td>
<td>While the Summer Research Institute ended its 12-year run at the CIE, this summer marked the 2nd year for the <strong>REU Site: Nanotechnology for Health, Energy &amp; the Environment</strong>. We hosted 10 interns from 6 different undergraduate institutions as well as 1 RET participant, a science teacher from Brentwood High School. The program includes an Ethics Symposium, a tour of Brookhaven National Laboratory, Graduate School Preparedness classes, Research Methods classes, an e-portfolio component, and a final Research Symposium, in addition to the extensive exposure to research in the lab.</td>
</tr>
</tbody>
</table>