

The iAAMCS Guidelines

for Successfully Mentoring
Black/African-American
Computing Sciences
Doctoral Students

(1) Recruit Strategically

- » Recruit African-American students in **COHORTS OF 2-3**
- » Bolster recruitment by **PARTNERING WITH HBCUs AND OTHER MSIs**
- » Schedule visits to **MEET WITH THE ACADEMIC COMMUNITY**; specifically, research scientists, postdoctoral fellows, and senior graduate students
- » During the recruitment process schedule **INTERACTION WITH LOCAL AFRICAN-AMERICAN AND RELATED COMMUNITY ORGANIZATIONS**
- » Establish **INSTITUTIONAL PARTNERSHIPS** with pipeline programs (i.e. NSF REUs) to develop strong relationships)

(2) Establish Community

- » Retain a “critical mass” of African-American students in computing thus **CULTIVATING A CAMPUS COMMUNITY**
- » Create **DISSERTATION WRITING GROUPS** for students to provide each other meaningful feedback throughout the PhD experience
- » **ENCOURAGE COLLABORATION**, peer mentoring, and a supportive environment
- » For **BROADER NETWORKING**, introduce students to the Black Graduate Student Association (BGSA) and the National Society of Black Engineers (NSBE), and diverse faculty across campus
- » Establish institution-wide diverse faculty and staff support groups to enrich the African-American community and **MODEL DIVERSITY AND INCLUSION ON CAMPUS**

(3) Foster a Research Culture



- » Expose undergraduate and graduate students to **FOUNDATIONAL RESEARCH TRAINING** through coursework and hands-on experience
- » **INCREASE UNDERGRADUATE STUDENT RESEARCH OPPORTUNITIES** (i.e. partnering with the Ronald E. McNair Scholars Program, Louis Stokes Alliances for Minority Participation, etc.) to develop the graduate student pipeline
- » Establish or encourage students to **PARTICIPATE IN FUTURE FACULTY MENTORING PROGRAMS**
- » **CONTINUOUSLY ENGAGE STUDENTS** in activities to integrate them into their research communities (i.e. poster sessions, doctoral consortiums, student paper competitions)

(4) Provide Holistic Advising

- » Initiate the transition into graduate school with **STRONG SUPPORT SYSTEM** by establishing a cohort, departmental ally, mentor, and advisor
- » Assign a **DEPARTMENTAL ALLY/FACULTY MENTOR** to help students navigate their program
- » Assign a **FACULTY ADVISOR** to train students in conducting research, the publication process, and the unspoken conventions of academia
- » **ENSURE STUDENTS ARE PRODUCTIVE IN THEIR DOCTORAL PROGRAMS** by checking student CVs annually for adequate publications, conference participation, and honors
- » Inform students of **ADDITIONAL SUPPORT AND RESOURCES**, such as psychological services, to foster their overall health and wellbeing
- » Allow students to **ENGAGE CULTURALLY** without penalty
- » Provide opportunities for students to **LEAD AND MENTOR**



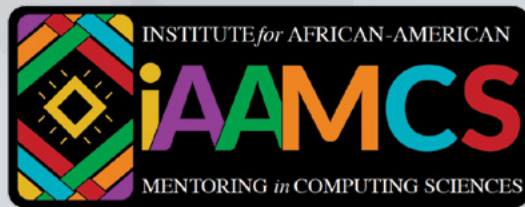
(5) Provide Funding

- » Use **INTERNAL FUNDING SOURCES** from the department or advisor to support students
- » Encourage students to **SEEK EXTERNAL FUNDING**, such as competitive STEM fellowships
- » Fund students (if viable) to **REMAIN ON CAMPUS OVER THE SUMMER** to continue research or encourage participation in **PAID SUMMER INTERNSHIPS**
- » Allow students **FLEXIBILITY TO PURSUE PAID INTERNSHIPS** during the academic term
- » **PROVIDE SUPPLEMENTAL FUNDING** for external fellowship recipients

(6) Promote Professional Development

- » Encourage students to **EXPLORE AND ATTEND CONFERENCES** relevant to their research that expand their professional network
- » **SUPPORT PARTICIPATION IN INTERNSHIPS** to help solidify their research and/or industry interests
- » Establish a speaker series, **INVITING DIVERSE GUEST LECTURERS** from industry and academia to periodically present their work/research. Allow interested students to have **ONE-ON-ONE DISCUSSIONS** with the speakers
- » Spotlight and widely share information on programs that **BROADEN THE EXPERIENCE OF UNDERREPRESENTED STUDENTS**

For More Information



iAAMCS.org



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