

## **LOUISIANA LSAMP's Role In Institutional Transformation**

### **Selected Cases**

#### **Institutionalization of Systemic Mentoring at SUBR**

Starting in 1997, Southern University and A&M College in Baton Rouge (SUBR), Louisiana, has instituted systemic mentoring in all of its 11 science, technology, engineering, and mathematics (STEM) departments. With its own funds, it has been providing one quarter release time to a faculty member, in each of these departments, to serve as the Departmental Mentoring Coordinators.

Beginning in 2005-06, student mentoring (including advisement) has become a criterion for tenure and promotion at Southern University and A&M College in Baton Rouge. Specifically, there is a minimum number of points that a faculty member must earn under the mentoring category to be tenured or promoted, irrespective of what his scores may be for other quantitative criteria.

#### **Institutionalization of Undergraduate Research at Dillard University**

Following the successful example of undergraduate research of the LS-LAMP scholars at Dillard University, Dillard changed, in 2004-05, the requirements for the Bachelor's degree to include research performance. In support of this new requirement, Dillard established an office of Undergraduate Research led by a director. Additionally, an undergraduate research methodology course has been implemented in all units. For further promotion and visibility of research, Dillard instituted an annual research day.

#### **McNeese State University**

The university has developed an introductory calculus course required for all STEM majors as a result of curriculum enhancement recommendations by the LS-LAMP program. It also offers a "college survival and success course" for freshmen. "*This Is Your Ticket,*" study skills and college survival handbook developed by Harold Stevenson, LS-LAMP Campus Coordinator at McNeese, is a textbook for this course.

#### **LSU Strategic Initiative Office**

In line with the successful work of its chemistry Department in producing minority Ph.D. degree holders and the successful undergraduate mentoring of LS-LAMP, LSU established the Office of

Strategic Initiative in 2003. The Office is led by Dr. Isiah Warner, as Vice Chancellor for Strategic Initiatives, and by Dr. Su-Seng Pang, the Associate Vice Chancellor. Dr. Pang is the LSU Campus Coordinator for LS-LAMP. The number one strategic initiative for this Office is mentoring – of undergraduate students, graduate students, and junior faculty. As a result of the work of this Office, the number of undergraduate students who are systemically mentored at LSU approximately increased by a factor of 10. Consequently, the number of mentored minority students has increased dramatically.

### **Impact of the Bridge to the Doctorate at LSU**

*Except for the chemistry department, only a very few minority students could be found in the STEM Ph.D. degree programs at LSU.* By serving as the site of the LS-LAMP Bridge to the Doctorate, LSU dramatically changed the above picture to have critical masses, that are growing, of African American and other minority students in STEM Ph.D. degree programs. Several of these new minority graduate students are supported by programs other than the Bridge to the Doctorate. The Bridge to the Doctorate Program on LSU's campus is directed by Dr. Pang, Dr. Warner, and Dr. Watkins – all three of whom are recipients of the US Presidential Award of Excellence in Science, Mathematics, and Engineering Mentoring (US-PAESMEM).

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