

CC&E DEI Committee Meeting

January 26, 2022

Attendees:

- Sibel Bargu Ates – Chair
- Nancy Rabalais – Co-Chair
- Courtney Nicole Hammond (CEGO graduate student representative)
- Jun-Hong Liang (DOCS faculty representative)
- Lily Pham (Staff representative)
- Kathe Falls (Staff the committee)
- Guest: Christine Wending

CC&E DEI Webpage

Christine Wending presented a draft of the CC&E DEI website. This site will be launched in February (date to be determined). Department DEI webpages will be interconnected with the college website. The website will include the following components (the team lead is listed in parenthesis):

- CC&E Diversity Statement
- CC&E Committee Mission Statement
- CC&E's DEI Committee Members (Committee members were asked to send "fun" pictures of themselves to Jun-Hong.)
- Notes from CC&E DEI Committee Meetings (Kathe)
- Links to department-specific DEI webpages (Christine)
- Digital Resource Library (links) (Kathe) (help will be needed in subdividing the list)
- Student Spotlights (to be included in the "Student News" in the "News & Awards" section of CC&E's website section of CC&E's website) (Christine)
- Alumni Spotlights (to be included in the "Alumni" section of CC&E's website) (Christine)
- Events that CC&E organizes will be included in the "News & Awards" section of CC&E's website which is linked to the LSU events page (Nicole with the help of Nancy and Linda)
- Links to training opportunities organized by other organizations will be listed on CC&E's DEI page (Nicole with the help of Nancy and Linda)
- Links to DEI pages of websites provided by professional organizations (Jun-Hong)
- Graduate assistantship openings will be included on the "Graduate Programs" page (Jun-Hong and Linda)
- Semi-annual DEI progress reports (Kathe)

Agenda

The remainder of the meeting was focused on progress that the committee has made since our last meeting. Topics included:

- CC&E Progress Report
- Marketing & Communications
- Events for Spring 2022
- NCBI Training
- Career Networking Night
- Possible Adjunct Faculty

Please refer to the PowerPoint used in the meeting for more information about these topics.

The tentative date for the NCBI training is Friday, March 18, with May 6 listed as our backup date. Nicole will check to see if NCBI is available on these days.

Sea Grant is offering training for graduate students this weekend.

In addition to the Career Networking Night, the CASC grant provides funding for a career panel discussion by alumni from historically excluded groups working in climate science jobs. This event will be held during summer 2022.

Depending on COVID, Earth Day is being considered as a possible date for the legacy/anniversary event.

Possible Adjunct Professors

Potential faculty (see names on the PowerPoint) may be invited to give a seminar. Jun-Hong is reaching out to agencies for ideas of possible additional adjunct faculty from historically excluded groups, including women. He is also looking at concrete ways for the adjunct faculty to interact with students.

Travel Funds for Prospective Students

Sibel announced that a new fund has been created that provides up to \$1000 in travel funds for potential graduate students from historically excluded groups to visit CC&E. Three of these travel awards will be available each semester. Lily will help draft an announcement for our faculty describing this new program. Additionally, funds are available for CC&E to staff booths or network at conferences with a high likelihood of meeting with potential graduate students for historically excluded groups.

Miscellaneous

When faced with conflicting deadlines, the committee agreed to focus on its own activities rather than “dropping everything” to meet external deadlines.

CC&E DEI Committee – Agenda for Jan 21, 2022

Updates on “Planning for Spring 2022”

- a. Training opportunities/ NCBI training for the college - Nicole
- b. Webpage
 - i. Information on the plan
 - ii. Subcommittees and committee member's names/contact
 - iii. Profiles of alumni who represent historically excluded groups
- c. Career seminar – Nancy, Linda, Nicole
- d. Social media - Kathe
- e. Student scholarship opportunities/grants - Kathe, Linda
- f. Faculty engagement initiatives, adjunct faculty pool – Jun-Hong
- g. Funding for student engagement – Sibel
- h. DEI survey – Linda
 - i. Open house for community college students - Sibel and Lily
 - j. Traveling to special conferences and having a booth at popular conferences - Kathe
- k. Invite general education instructors to speak about intervention plans and resources available to support historically excluded students
 - i. How to capture and retain students - intervention checkpoints (Jose Rivera - early intervention plan)
 - ii. Early benchmarks and how enrollment management helps to support students

CC&E Progress Report

- Drafted a DEI Progress Report – a snapshot of activities since June 20, 2021 (the previous report.)
- Steering Committee Members are asked to review the report and provide feedback about any “heartburn issues” to Kathe Falls by Monday, January 31, 2021



The cover of the report features the LSU logo and the text 'College of the Coast & Environment' in the top right. The title 'DEI Progress Report' is centered, with the date range 'June 10, 2021 - January 20, 2022' below it. The background is a photograph of a building with a purple overlay.

Despite challenges with the global pandemic, the commitment to make the LSU College of the Coast & Environment, or CC&E, a more welcoming, inclusive, equitable, and diverse college is unwavering. Faculty and staff are collaborating on new and exciting college-wide and departmental initiatives that demonstrate their commitment to diversity, equity, and inclusion (DEI) through measurable activities. This report highlights some of the robust DEI activities that occurred since the release of the previous report on June 10, 2021.

ABOUT CC&E DEI COMMITTEE

Membership & Committee Structure:
CC&E's DEI committee is responsible for developing and implementing strategic initiatives to attract and retain students, faculty, and staff from historically excluded groups, ensuring that the K-12 pipeline of potential students becomes more robust and diverse, reinforcing a culture of inclusion, and improving our pedagogy. This college-wide committee, also known as the "steering" committee, is comprised of seven members: faculty representatives from DOCS, DES, staff; CC&E's Advisory Council; CEGO; alumni; and a chair. The committee is staffed by a representative from the dean's office. Members serve one-year, renewable terms. Current members include:

- Sibel Bargu-Ates — Chair
- Nancy Rabalais — Co-Chair
- April Ellis (Alumna)
- Courtney Nicole Hammond (CEGO graduate student representative)
- Jun-Hong Liang (DOCS faculty representative)
- Linda Bui (DES faculty representative)
- Tonya Williams (CC&E's Advisory Council)
- Lily Pham (Staff representative)
- Kathe Falls (Staff the committee)

Working closely with the DEI subcommittees in the departments of oceanography & coastal sciences (DOCS) and environmental sciences (DES), the steering committee works on college-wide DEI initiatives. The subcommittees address short-term, department-specific objectives, and objectives not covered by the college steering committee.

Marketing & Communications

- Determined content for CC&E webpage (see progress report) Anticipated launch date: February 2022
- With assistance from Nicole Hammond, created new CC&E graduate student recruitment materials for AGU



Welcome to CC&E

- The College of the Coast & Environment, or CC&E, is firmly committed to providing an environment that affords respect to all members of our community.
- Our unique programs offer interdisciplinary expertise that integrates human dimensions with natural sciences.
- Located on the banks of the Mississippi River, surrounded by estuaries and with the Gulf of Mexico in our backyard, CC&E is an ideal location to study air-land-water interactions.
- Students work alongside the largest and the most-accomplished group of coastal and environmental scientists in Louisiana.
- CC&E performs research on all seven continents giving students a greater understanding of global issues.

Graduate Degrees

Master's Degrees

- Oceanography & Coastal Sciences
- Environmental Sciences, (in person or 100% online)
- Coastal & Ecological Engineering (jointly with the College of Engineering)

PhDs

- Oceanography & Coastal Sciences
- Environmental Sciences

Graduate Minors

- Coastal Meteorology
- Environmental Sciences
- Environmental Toxicology
- Oceanography & Coastal Sciences
- Wetland Science & Management


Assistantships

Most CC&E graduate students receive an assistantship that includes a monthly stipend, non-resident tuition waiver, and full tuition exemption. Supplemental scholarships are also available.

Careers That Matter

Our alumni work in prestigious positions around the globe, preserving, protecting, sustaining, and restoring the coastal environment for future generations.

Contact Us



LSU College of the Coast & Environment

Located on the banks of the Mississippi River, surrounded by estuaries and with the Gulf of Mexico in our backyard, the LSU College of the Coast & Environment, or CC&E, is an ideal location to study air-land-water interactions. Students work alongside the largest and the most accomplished group of coastal and environmental scientists in Louisiana. Our unique programs offer interdisciplinary expertise that helps to advance knowledge about the complex interactions between human and natural systems, particularly in coastal regions.

Currently recruiting new graduate students to join our team, CC&E remains firmly committed to providing a student that affords respect to all members of our community. Most CC&E graduate students receive an assistantship (GA) or a teaching assistantship that includes a monthly stipend, non-resident tuition waiver, and full tuition exemption (if eligibility requirements are met). Students are encouraged to apply for GA positions as they are typically funded by research grants awarded to the major faculty members.

Available Graduate Assistantship Positions

Contribute to a three-year (possibly longer) project funded by the Moore Foundation for the summer or fall semester of 2022. Students interested in novel methods to help address coastal issues, such as sea level rise, are encouraged to apply. The graduate student hired for this position will assist in the design and implementation of a 300 km sub-sea cable between Vanuatu and New Caledonia. The prospective student will become familiar with high-performance computing (HPC), Fortran, and a post-processor (Python preferred), each of which can be learned while completing the graduate program. Department of Oceanography & Coastal Sciences (OCS) graduate program. Summer OSSEs with the Estimating the Circulation & Climate of the Ocean (ECCO) state-of-the-art model built on the Massachusetts Institute of Technology general circulation model. The program's regional focus, students from Vanuatu, New Caledonia, or other nearby Pacific Islands are encouraged to apply. **Faculty Contact: Dr. David Trossman**, Assistant Professor, Department of Oceanography & Coastal Sciences (OCS). Email: dtrossman@lsu.edu.

COMET Lab (https://faculty.lsu.edu/paulmiller/comet_lab.php) is currently recruiting a funded assistantship position beginning in 2022. Applicants should possess a background in atmospheric science, or a related field. Experience with computer scripting (e.g., Python, Perl, or R) is preferred. Previous research experience is also preferred but not required. Please contact Dr. Paul Miller before applying and include a current resume or CV. Email: paulmiller@lsu.edu.

lsu.edu

Marketing & Communications (page two)

- Launched new CES recruitment videos including testimonials by CES alums April Ellis & Brandeus Davis and presentations by Undergraduate Recruiter Lyric Buxton.

The CES Undergraduate Experience

Unlisted

Introduction to the LSU Coastal Environmental
LSU College of the Coast & Environment - 1 / 5

- 1 The CES Undergraduate Experience 4:05
- 2 CES Undergraduate Research 8:51
- 3 Introduction to the CES Undergraduate Program 7:53
- 4 The CES Academic Program 4:50
- 5 Careers with a CES Degree & Alumni Interviews 6:36

Gov. Edwards Press Conference | 01/20/2022
Louisiana Public Broadcasting
268 watching
LIVE NOW

TOKYO Cafe: Beautiful Relaxing Jazz Piano Music for Stress...
Cafe Music BGM channel
1.6K watching
LIVE NOW

Why You Will Marry the Wrong Person
The School of Life

https://www.youtube.com/watch?v=gA7j1j-MbQs&list=PL9g5_7yjVPqersD5rEzOfEZahPKfuN2qV

Marketing & Communications (page three)

- Staffed LSU Booth at AGU. Available to help staff booths at scientific conferences & trade shows and/or provide recruitment materials. CC&E typically also participates in the State of the Coast and CERF conferences.
- CC&E has a social media plan. DEI events/activities will be incorporated in that plan as they are scheduled.





Events for Spring 2022

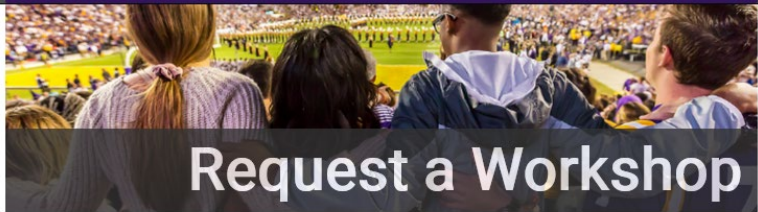
The LSU Office of Diversity, Equity & Inclusion has requested information about events that we will host during Spring 2022. Deadline: January 31, 2022. (Post Meeting Note: We received enough information during the meeting to complete this request).

Your Help Is Requested

Provide a 100-word description of your background and interest in serving on this committee to Kathe Falls.

Submit information about your activities for inclusion in current and future progress reports to Kathe Falls.





Request a Workshop

Workshop Request Form

Please complete the following form to request an NCBI workshop. We recommend that you submit your request at least six weeks prior to the requested workshop date. By submitting the form, you authorize that all information provided on this form, including any and all personal and organization/department data, may be shared with the Office of the Dean of Students, Campus Life, and Office of Diversity, Equity, & Inclusion for the purpose of fulfilling workshop requests. This data will be retained until the workshop request is met. To learn more about privacy at LSU, please see the [LSU Privacy Statement](#). To contact the NCBI Facilitator Team directly, please email ncbi@lsu.edu.

*Name

*LSU Organization or Department

Phone

*LSU Email Address

*Proposed Date

Proposed Time

Select from available workshop topics:

- Welcoming Diversity (4 hours): Shows how participants have been taught to think and act as members of their racial, gender, and other identity groups and provides skills for bridging differences.
- Welcoming Diversity (8 hours): Shows how participants have been taught to think and act as members of their racial, gender, and other identity groups and provides skills for bridging differences.
- Controversial Issues Process (4 hours): Demonstrates a method for assisting diverse groups to work together even in tough, emotionally-charged conflicts.

Are there any bias/discrimination issues or challenges your organization has experienced that facilitators should consider?

I authorize that all information provided on this NCBI Workshop Request form, including any and all personal and organizational/departmental data, may be shared with the Office of the Dean of Students, Campus Life, and Office of Diversity for the purpose of fulfilling workshop requests. This data will be retained until the workshop request is met. To learn more about privacy at LSU, please see the [LSU Privacy Statement](#).

*Privacy Statement
 I authorize

NCBI Training

- Date(s) and Time?
- Location?
- Cohost with additional organizations/departments/ boards?



REACH Mentor Training January 29 2021

interested, that would be great! Thanks!

Malinda

Louisiana Sea Grant, LSU College of the Coast & Environment, and LSU College of Science are pleased to announce a Spring semester training of the REACH Mentor Training. This full-day training is open to graduate students, upper level undergraduate students, and postdocs and is the first step in attaining the Louisiana Sea Grant REACH Mentorship Certificate. Details are provided below.

What: REACH Mentor Training (lunch is provided)
When: Saturday, January 29 8:30 am - 4:00 pm
Where: Rotunda Energy, Coast, and Environment Building (College of the Coast & Environment)
Pre-registration is required to place your meal order. Please register before January 26 to ensure that we have enough food.

While the mentor-protégé relationship is integral to research, researchers in the STEM fields are rarely formally trained to mentor as part of their formal education. This training is focused on building mentoring philosophies and approaches that focus on working in diverse teams in a research environment. It is also the first component of the Louisiana Sea Grant REACH Mentorship Certificate.

If you are interested in being a mentor for the EnvironMentors Program, you are highly encouraged to take this training.

More information on the certificate can be found [here](#).

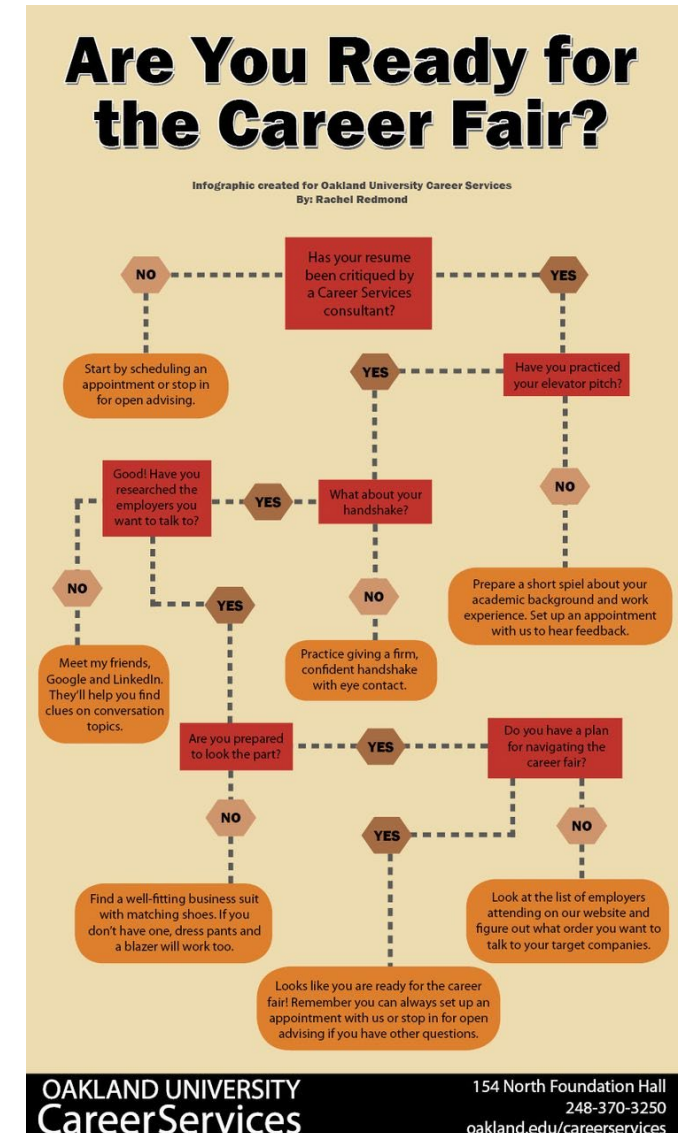
Registration for the training is available [here](#).

For more questions about the training, please contact Dr. Malinda Sutor (msutor1@lsu.edu)

Upcoming Training!

Career Networking Night

- “Careers in Coastal Science”
- Nonprofit, state level, academia, federal, local government, research, science communication, advocacy, policy?
- Round table? Panel Discussion?
- Location – Conference Room and/or Rotunda potentially an option?
- Date and Time – Earth Day event maybe?
- Bring in CEGO and SWMS, etc. groups that aim to achieve similar goals



Possible Adjunct Faculty



Dr. Johnson Oguntuase
Assistant Professor (Research interest: Hydrographic Science)
University of Southern Mississippi (Stennis Space Center)



Dr. Jorge Villa
Assistant Professor (Research interest: Wetland ecology)
University of Louisiana, Lafayette



Dr. Marcelo Cohen
Professor | PhD | Federal University of Pará, Belém | UFPA |
Faculty of Oceanography