## **Journal of STEM Education:** Innovations and Research

## August 2023

	Editorial Review Board	2
	International Editorial Advisory Board	3
	Editorial	4
	Features	
	A New Hybrid Model for Faculty Hiring Workshops Gabriella Coloyan Fleming, Grayson Hunt, Del Watson, Marialice Mastronardi, Sally You, Lydia Contreras, Maura Borrego, Mark J.T. Smith	6
	Getting Into Academia Can Be Tough: The Mentoring Needs of Black And Latinx Engineering Postdoctoral Scholars Sylvia L. Mendez, Sarah E. Cooksey, Kathryn Watson, Comas Haynes, Tammy M. McCoy, Canek Phillips, C. Fred Higgs III, Illya V. Hicks, Natalie Arnett	17
	Lots Of Talk, But Nothing Formal: Exploring Administrators' Sensemaking About The Recruitment And Retention Of Women Of Color Faculty In Stem Tonisha B. Lane, Johnny C. Woods Jr., Whitley M. Johnson, Saundra Johnson Austin	24
	Facilitating The Transition Of Underrepresented Minority Stem Dissertators Into Academic Careers: Evolution Of TxARM AGEP Alliance Model  Mehrube Mehrubeoglu, Kimberle Kelly, Karen Butler-Purry, Ra'sheedah Richardson, Shannon Walton, Linda Challoo, Gloria Regisford, Scott King, Theresa Murphrey, Erin Burr, Laura Carson, Richard Coffin, Rosana Moreira, Carmen Carter, Rajab Challoo, Audra Richburg, Adrienne R. Carter-Sowell	31
,14	Barriers and Facilitators to Obtaining External Funding at Historically Black Colleges and Universities (HBCUs)  Martha Escobar, Mohammed Qazi, Haylee Majewski, Shaik Jeelani	42
	Leveraging BIPOC Faculty Counterspaces: Lessons for Organizational Change from Aspire's IThrive Collective  Steven Thomas, Dr. Tonya L. Peeples, Dr. Jessica Bennett	51
	Examining The Scene: How Race Matters In Stem Doctoral Education At An Hbcu  Marah C. Lambert, Lisa R. Merriweather, Cathy D. Howell, Edith Gnanadass	60
	The Influence of Advisors' Advising Style on the Career Interests of Black and Latinx Students in STEM Graduate Programs  Tasia Bryson, Megan Grunert Kowalske, Kerrie Wilkins-Yel, Karyn Housh	68
	Diversity, Equity, and Inclusion (DEI) by Design to Build Connections with Campus Communities: The Role of Collaborations in the Changing Academy Adrienne R. Carter-Sowell, Gabe H. Miller, Asha Ganesan, Kimberle A. Kelly, Ran Wang, Jaren D. Crist	77
	Instructions for Authors	89
	Contribution Form	90



The Journal of STEM Education: Innovations and Research (ISSN 1557-5284) is published by The Institute for STEM Education and Research, 2240 Mt. Vernon. Ln, Auburn, Al 36830. www.jstem.org
The Institute for STEM Education and Research is a non-profit entity. Periodicals postage rate paid at Auburn, AL and additional mailing offices.

CONTRIBUTIONS are greatly appreciated and are tax-exempt.

PERMISSION FOR USE: The copyright owner's consent does not extend to copying for general distribution, for promotion, for creating new works or for resale. Specific written permission must be obtained from the publisher for such copying.



Copyright @ 2012 by The Institute for STEM Education and Research. It is a condition of publication that manuscripts submitted to this journal have not been published and will not be simultaneously submitted or published elsewhere. By submitting a manuscript, the authors agree that the copyright for their article is transferred to the publisher if and when the article is accepted for publication. The copyright covers the exclusive rights to reproduce and distribute the article, including reports, photographic reproductions, microfilm or any other reproduction of similar nature and translations. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, electrostatic, magnetic tape, photocopying, recording or otherwise, without permission in writing from the copyright holder.