Abstract:
In this talk, I will describe multiple projects in which we attempt to tackle these exact questions. These primarily include Cal-Bridge, a California-wide, multi-institutional UC-CSU bridge program with the mission of increasing participation of underrepresented minorities and women in STEM disciplines; and ISSUES-X, a CSUSB-based project that aims to increase STEM student success through faculty development in pedagogy. Both programs have been running for roughly 9 years.

How have we prepared to take each successive step in our careers? For most in attendance, preparation has likely consisted of a combination of taking classes and doing research. But what about all the other aspects of our jobs? How much could we and others have benefited from additional professional development at different stages in our careers? How many talented people have we lost along the way due to poor professional development?