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What is your leadership experience in CUR and outside of CUR?

My leadership within CUR has primarily been on two fronts, Diversity, Equity and Inclusion and Supporting Faculty at PUIs through social media interactions. While social media can at first appear trivial, it is a pathway for faculty to enter the CUR community without need of Institutional resources or an existing community of research-active faculty at their home institution. In my view, this is a blind sight of CUR as the positions of institutions that are already known for strong undergraduate research programs are limited, but the reach of the high impact mentored undergraduate research is not.

My first foray into using social media to interact with the PI at PUI community was before I was a CUR Councilor was as an author on the CUR Chemistry Blog. I was struck by how egalitarian it could be. Through social media as a CUR Councilor, and operating with a lens of diversity, equity, and inclusion, I have increased the interactions between the CUR Chemistry Division and Chemistry Departments at state institutions using Facebook. I have also increased interactions between the Chemistry Division and affinity groups such as BlackinChem and LatinxChem on Twitter.

An external leadership position that shows the same interest, I am the Co-Director Ball State IN-LSAMP Program. In this role, I am responsible (along with my Co-Director) for leading the Ball State portion of the five-campus Louis Stokes Alliance for Minority Participation. I recruit students that are eligible by NSF regulations (STEM major and belonging to an underrepresented minority population) and match them with research mentors. I ensure proper ethical training and outcomes are reached by these students. Additionally, I interface with faculty mentors, Department Chairs, University Administration, the Sponsored Programs Administration (budget), and other stake-holders of this program. In order to better channel my work as a faculty member, I applied to become an ADVANCE Ascend Fellow. This is a National Science Foundation program that targets leadership development of people that belong to demographics underrepresented in STEM fields. The particular program that I was selected for targets women across STEM fields in regions across the United States. I am one of four ADVANCE Ascend Fellows in Chemistry in the Midwest. I am the only one at a public comprehensive University. In the Ascend Program, we are responsible for outlining our leadership goals, engaging in cross-region and cross-disciplinary workshops, and articulating to local Administration the roadblock that currently exist in our Institution.

Why are you interested in serving on the NVC and how does your past experience with CUR and or other organizations support your role on NVC?

I am interested in serving on the NVC to lend a shaping hand to the direction of CUR. Higher Education, broadly defined, is in a tumultuous time. First, I will give some context. My current title is Assistant Professor, but that doesn't accurately reflect the depth of my experiences. I started my faculty career in 2010 at Eastern Illinois University and received tenure in 2016. Sadly, the Illinois State Budget Crisis caused an implosion and

exodus of faculty members such as myself. I moved to Ball State University in 2017 and again had the title of Assistant Professor.

My last two years at Eastern Illinois University were strife with budget crises due to the state's financial management. The President created nine Working Groups to discuss restructuring and constriction. The tenth group was the President's Liaison Committee and consisted of myself, one other faculty member, a member from Institutional Data, and the University Attorney. We reported to the Provost and synthesized suggestions coming from the other Working Groups. While it was a very unfortunate set of circumstances, I did my best to learn as much as possible about University budgets and how it informs the execution of best practices in Higher Education.

Within weeks of arriving at Ball State University, I was appointed to the Design and Development Committee for the new Foundational Science Building. This building is the first new science building on the BSU campus since the late 1960's and will house Chemistry and Biology Departments. I was the only person on the committee that wasn't an Administrator. Through the work of this Committee, I gained valuable insights into the many facets of constructing a building of this magnitude. I sat at the interface of Chemistry/Biology, Faculty/Administration, Departments/University Administration, and the State of Indiana/Ball State University. I believe these experiences allow me to view the landscape of higher education in a more global fashion.

How will you represent and advance CUR-wide interests (please reference the CUR Mission and Strategic Plan)?

I have served on review panels for a variety of programs at the National Science Foundation. While the particulars of these panels are confidential, I have reviewed across divisions. Additionally, I was a reviewer for the Israel Science Foundation.

Inspired by other members in the Chemistry Division of CUR, Dr. Keri Colabroy and I proposed a "PIs at PUIs" Symposium in the Biochemistry Division for the 2020 Spring Meeting of the American Chemical Society. This gave a much-needed venue for PIs at various career stages to present their research to a Biochemistry community that could contain future collaborators, manuscript reviewers, or proposal panelists. That in-person meeting was subsequently cancelled due to the COVID-19 Pandemic. We have since rescheduled it for the Fall 2021 American Chemical Society Meeting. In these ways, I exhibit Leadership in Undergraduate Research.

I have led my independent research laboratory since 2010. In that time, I have mentored 39 undergraduate students, 5 graduate students, and 3 high school students. The majority have belonged to at least one of three groups traditionally underrepresented in the Chemical Sciences; women, first generation college student, or racial minority. Due to my success in this area, I have been invited to present or write about mentoring undergraduate students in various venues including blogs, LSAMP conferences, and presentations about the value of undergraduate research to the Ball State University Board of Trustees. My laboratory is in an interdisciplinary network across several institutions with collaborators of nationalities and disciplines

other than my own. Forming communities like these takes effort and intentionality. This is the way forward to be positively productive in an ever-shrinking world. In these ways, I exhibit Diversity, Equity, and Inclusion and Collaboration and Community.