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**Leroy L. Long III**, PhD, is an educator, mentor, and artist who is an associate professor and Chair of the Mechanical Engineering Technology Department at Sinclair Community College in his hometown of Dayton, OH. He previously earned tenure and served as an Associate Professor of Engineering at Embry-Riddle Aeronautical University.

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**Tiaira Porter** is a doctoral student in the Educational Leadership and Policy Analysis Program at the University of Wisconsin–Madison’s School of Education. She received her bachelor’s degree in physiology and chemistry from Northern Michigan University and a master’s degree in neuroscience from the University of Wisconsin–Madison. She has work experience in pre-college summer bridge programs and STEM teaching, and has worked to improve transfer student transition success for three years. Her research interests explore barriers that hinder underrepresented STEM graduate student success.

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