

Erin R. Banks, Ph.D.

<https://www.linkedin.com/in/drerinbanks>

erbanks3@gmail.com

(919) 272-5191

Education

North Carolina State University
PhD., Psychology, Spring 09

Florida A&M University
M.S., Community Psychology, *Spring 2003*

Florida A&M University
B.S., Public Relations, *Spring 2001*
Magnum Cum Laude

Areas of Interest: Student Success, Student Retention, Underrepresented Groups in Higher Education, K-12 STEM outreach, Mentoring, Assessment and Evaluation.

Professional Experience

North Carolina State University, College of Engineering. National Science Foundation, CCE Grant

Co-Principal Investigator – *July 2015- current*

- Assisted in writing the NSF-CCE grant proposal for approximately \$350K
- Recruited and Trained graduate students using the Train-the-Trainer Model on Research Ethics
- Assisted in developing evaluation modules for project
- Serve as Co-PI on the research grant “CCE STEM: Facilitating Learning about Meanings of Responsible Innovation in Bioengineering.
- Serve as faculty mentor to graduate student project participants

North Carolina State University, Graduate School, NIH-Initiative for Maximizing Student Diversity (IMSD)

Program Director- *June 2008-Current*

- Assisted in writing the NIH-IMSD Renewal Grant proposal for over \$5.7 million
- Wrote and received a NIH Supplemental Grant Proposal for over \$100,000
- Recruited students research in the areas of biomedical and behavioral sciences
- Managed over 100 students (graduate and undergraduate students) in the areas of the biomedical and behavioral sciences
- Developed Undergraduate Crosstalk Professional Development Series
- Created IMSD Alliance with UNC-Chapel Hill and Duke University
- Organized First Annual IMSD Professional Development and Networking Retreat
- Developed and facilitated professional development and research seminars
- Developed and implemented program activities for the academic year
- Developed training modules for implicit and unconscious bias
- Served as mediator between faculty and students concerning academic/student affairs issues
- Coordinated undergraduate summer research experiences
- Collected data and managed program evaluation

- Assisted students with identifying Faculty Research Mentors on campus
- Served as a judge for the Annual Biomedical Research Conference for Minority Students (ABRCMS), November 2009-2014
- Served as a judge for the Annual NC State University Graduate Student Research Symposium, March 2010-2013

North Carolina State University, Graduate School, Initiative of Maximizing Student Diversity Ambassador Project **Program Administrator**- *January 2014- Current*

- Created the IMSD Ambassador program to increase interests in STEM fields among K-12 students
- Created projects and activities to increase science identity and science self-efficacy among IMSD Scholars
- Coordinated with local K-12 grade schools in the RTP to schedule outreach programs
- Served as informal mentor to K-12 grad school Ambassador project participants
- Assisted in the evaluation efforts to measure the success and effectiveness of the program

North Carolina State University, Graduate School, I Retain, Encourage, and Achieve higher Degrees (IREAD) Initiative, **Program Administrator**- August 2011- Current

- Created a social support group for underrepresented minority students pursuing a graduate degree
- Organized and implemented a one- day symposium focused on retention and graduation
- Developed a professional networking listserv for IREAD participants
- Served as an informal mentor to graduate and undergraduate student participants

North Carolina State University, Graduate School, **Graduate Assistant**- *September 2007-April 2008*

- Served as program assistant for the National Institutes of Health (NIH): Bioscience Research Initiative for Doctoral Graduate Education (BRIDGE) program
- Collected data used for program evaluation
- Assisted in writing final report for program
- Coordinated meetings for students and faculty
- Served as the liaison between the Assistant Dean of the Graduate School and BRIDGE students

North Carolina Division of Public Health: Chronic Disease and Injury Section, Physical Activity and Nutrition Branch, **Evaluator**- *August 2006- March 2007*

- Served as the program evaluator for the African-American Churches Eating Smart and Moving More (AACESMM): Planning and Resource Guide initiative
- Developed and implemented evaluation plan for the AACESMM initiative
- Assisted in the coordination and facilitation of regional AACESMM Planning and Resource Guide trainings
- Reviewed data submitted by statewide health promotion coordinators in the Physical Activity and Nutrition Branch Program Database, *Progress Check*.

Wake County Human Services, Health Promotions Department **Intern**- *January 2005-December 2005*

- Served as lead facilitator for training to Lay Health Advisors for the *Buddies for Health* program
- Co-Facilitated the *Ministry of Health Training* for church leaders from the Raleigh and Garner area
- Co-Facilitated the *Fit 4 Life* program at the Department of Juvenile Justice
- Co-Facilitated a stress management workshop at the Department of Juvenile Justice
- Assisted program leaders in the *Educate our Women*, Breast Health Program

Research Experience/Projects

Inclusive Excellence Lab, **Program Evaluation**- April 2008- Current

- Evaluated the recruitment and retention efforts for underrepresented Minorities in the Biomedical and Behavioral Sciences
- Identified psychosocial variables that affect retention and graduation
- Created “best practices” for Diversity programs
- Created tools to institutionalize student success

Alamance Regional Medical Center and Healthy Alamance, Being Healthy Counts to H.I.M. Diabetes Prevention Program, **Dissertation Research**- March 2007-2009

- Assisted in program implementation at local churches
- Conducted a Program Evaluation of H.I.M. Program
- Assisted with data collection (pre/post) for the program
- Developed coding protocol for data
- Created new test battery to be used for data collection
- Conducted focus groups with program participants

Wake County Human Services, Independent Study, **Program Evaluation**- August 2005- May 2006

- Work with Wake County Health and Human Services to conduct a program evaluation for their *Fit 4 Life Program*
- Interviewed Stakeholders involved in the *Fit 4 Life program*
- Designed a pre and post-test measure for the *Fit 4 Life program*
- Conducted a comprehensive review of the literature on current prevention and promotion programs in an effort to improve the *Fit 4 Life program*

Black Churches, Religion and Religiosity Lab **Graduate Research Assistant**, - August 2003-May 2004
Input data and conducted data cleaning

- Conducted research on educational disparities nationwide and locally
- Assisted in the preparation of an after-school program for African American children
- Managed laboratory and three undergraduate researchers
- Conducted a literature review on African American women and the role of religiosity and spirituality their lives

Thesis-October 2003

- Defended Masters thesis: *Examining the factors that influence an African American employees' job performance evaluation and job satisfaction*

Teaching/Lecturing Experience

North Carolina State University, Psychology and Interdisciplinary Studies **Course Instructor** (Psychology in the African American Experience) – Fall 2014, Fall 2015, Spring 2016, Fall 2016

- Primary Instructor for course for upper level undergraduate students (approximately 35 students per course)
- Developed curriculum and course materials which covered African American/Black Psychologists, Race, Racism and White privilege scholars
- Created discussion that integrated current events with theories and concepts discussed in textbook and other course materials

- Developed tests and quizzes to measure students retention and knowledge of class lectures and discussions
- Received a mean score of 4.8 out of 5 for class evaluations

North Carolina State University, The Science House and Imhotep Academy **Lead Instructor-** *June 2007*

- Developed lesson plans for course focused on leadership development
- Assisted students in formalizing academic and career goals and mission statements
- Led group discussions amongst students on topics centered around *The 7 Habits of Highly Effective People* by Stephen Covey
- Developed evaluation tool to capture students' feedback of the course

North Carolina State University, **Personality Psychology Course Instructor-** *August 2004-May 2006*

- Developed curriculum for the course which covered various personality perspectives and theories from traditional European psychologist and African/Black personality psychologist
- Created discussions that integrated abstract personality theories with modern day application of the theories
- Developed tests and quizzes to measure students retention and knowledge of class lectures and discussions
- Led group discussions amongst students on current events relevant to daily lecture topics

Ghana Study Abroad Program, **Program Assistant-** *May-June 2005*

- Lectured on health and traditional healing in Ghana at the University of Ghana, Legon
- Disseminated information to students from various universities about program logistics, international travels, and course requirements
- Conducted group meetings with students in the program while in Ghana, West Africa
- Assisted the program leader with phone calls, bookkeeping, discussion topics and excursions while in Ghana, West Africa
- Managed the day-to-day activities and concerns of students while in Ghana, West Africa

Research Grants/Awards

“Undergraduate Scholars Planning Institute: North Carolina State University, Winston Salem State University.” UNC General Administration Undergraduate Research Award. Proposed Funding: \$26,728. **Received. \$24,000 Co-PI.**

“CCE STEM: Facilitating Learning about Meanings of Responsible Innovation in Bioengineering.” National Science Foundation. Proposed Funding: \$498, 095. **Received. \$349,924.00 Co-PI.**

“iREAD: Women of Color in the Academy.” Office of Institutional Equity and Diversity- NC State University. Proposed funding: \$3000, **Received \$3,750. PI.**

“Initiative for Maximizing Student Diversity-Program Renewal (R25).” National Institutes of Health. Proposed funding: \$3,397,645 NC State Portion: \$1,019,294; **Received: \$3.6 million**

“Initiative for Maximizing Student Diversity-Request for a Recovery Act Administrative Supplement.” National Institutes of Health. Proposed funding: \$114,524; NC State Portion: \$8,484; Submitted. **Received: \$112,363**

Awards/Memberships/Advisory Committees

- National Science Foundation Research Traineeship Program Search Committee Member
- National Coalition Building Institute (NCBI) Trainer
- Member of the Program for Men’s Health at Johns Hopkins Bloomberg School of Public Health
- Participant of the AAC&U Institute on High Impact Practices and Student Success
- Recipient of the NC State University Provost Award for Excellence 2015
- Professional member of Society for Community Research and Action (SCRA)
- Community Advisory Committee for the Society of Genomics- UNC Chapel Hill
- Advisor for the Association for the Concerns of African American Graduate Students at NC State University
- Advisory Member for the Preparing Future Leaders Program at NC State University
- Advisory Member for the African American Directors Group at NC State University
- Advisory Member for the Hispanic/Latino Directors Group at NC State University
- Member of the North Carolina Diversity and Inclusion Partners Group
- Chair for the Sub-Committee on Graduate Student Access and Retention
- Member of Sub-Committee of Secondary Education Engagement for Hispanic/Latino Students

Selected Publications and Papers

Banks, E. R., Brookins, C. C., Leonard, A. (2014). The Initiative for Maximizing Student Diversity (IMSD) Program at North Carolina State University: Promoting a Sense of Community Among Undergraduate Research Scholars. Proceedings of the Understanding Interventions That Broaden Participation in Science Careers. Baltimore, MD.

Banks, E., Leonard, A., & Robinson, D. (2014). Evaluating Factors Contributing to the Academic and Research Success of Underrepresented Minority Students at a Research Intensive University. Manuscript submitted for publication.

Brookins, C. C., Banks, E. R, Jenkins, F., & Herrera, H. (2013). Predictors of Interest in Research for Underrepresented Students in Biomedical and Behavioral Science Majors. Manuscript submitted for publication.

Hall-Campbell, N., Banks, E., Olabode-Dada, S., Smart, A., Franks, A. & Jenkins, F. (2008) An ABPsi Reflection: Teaching Experiences of Black Female Graduates at Predominantly White Institutions. *Psych Discourse*, 42 (4), p27

Smart, A., Hall-Campbell, N., Banks, E., Olabode-Dada, S., Franks, A. & Jenkins, F. (2009). Panel Discussion: The Teaching Experiences of Black Female Graduate Students at a Predominantly White Institution. *The Community Psychologist*, 42(1), p. 6-7.

Selected Professional Presentations

Brookins, C. C., Banks, E. R., Leonard, A. (2016). *Building an Institutional Climate of Support for Underrepresented Students in the Biomedical and Behavioral Sciences*. Oral Session Presented at the 29th Annual National Conference on Race and Ethnicity in American Higher Education in San Francisco, CA.

Banks, E. (January 2016). *Cross Cultural Leadership Development*. Facilitated Workshop Training at UNC- Chapel Hill at the Eshelman School of Pharmacy in Chapel Hill, NC.

Banks, E. (July 2015). *Mentoring: A Key Concept to Success in Biomedical and Behavioral Sciences (BBS)*. Oral Session Presented at the Duke University BioCORE Symposium in Durham, NC.

Banks, E., Brookins, C. & Leonard, A. (May 2015). *Exploring the role of non-academic and academic support and the impact it has on the academic success of URM students participating in a research training program*. Oral Session Presented at the 7th Annual Understanding Interventions Conference in San Diego, CA.

Banks, E., Brookins, C. & Leonard, A. (May 2014). *IMSD Program at NC State. Promoting a Sense of Community among Undergraduate Research Scholars*. Oral Session Presented at the 6th Annual Understanding Interventions Conference in Baltimore, MD.

Banks, E. (May-June 2014). *IMSD Program at NC State. Promoting a Sense of Community among Undergraduate Research Scholars*. Oral Session Presented at the 27th Annual National Conference on Race and Ethnicity in American Higher Education in Indianapolis, IN.

Banks, E. & Brookins, C. (November 2012). *Initiative for Maximizing Student Diversity (IMSD): Retaining Underrepresented Groups in a Biomedical and Behavioral Sciences Research Program*. Oral Session Presented at the 1st Annual College of Humanities and Social Sciences Diversity Talk in Raleigh, NC.

Banks, E. (2011, June). *Initiative for Maximizing Student Diversity (IMSD): Mentoring Underrepresented Students in a Biomedical and Behavioral Sciences Research Programs*. Oral Session Presented at the 24rd NCORE conference in San Francisco, CA.

Banks, E. (2010, June). *Initiative for Maximizing Student Diversity (IMSD): A Model for Underrepresented Student Research Programs in Biomedical and Behavioral Sciences*. Oral Session Presented at the 23rd NCORE conference in National Harbor, MD.

Banks, E. (2010, January). *The Importance of attaining a graduate education*. Graduate Feeder Workshop Presentation at the Florida A&M University Graduate Feeder Conference. Tallahassee, FL.

Banks, E. (2009, March). *Being Healthy Counts to H.I.M.: An Examination of health behaviors among participants in a diabetes prevention program*. First Place Winner. Poster Session presented at the 4th Annual North Carolina State University Graduate Research Symposium, Raleigh, NC.

Bailey, EK, Bailey, SP, McMurray, RG, Banks, E (2009, February). *If exercise is medicine, how do we get people to do it? A look at community-based programs*. Symposium presented at the Southeast Chapter of American College of Sports medicine, Birmingham, Ala.

Banks, E. (2007, June). *Being Healthy Counts to H.I.M.: An Examination of health behaviors among participants in a diabetes prevention program*. Poster Session presented at the 13th Annual Black Graduate Conference in Psychology Poster Session, Washington, D.C.

Banks, E., Smart, A., Olabode-Dada, S., Franks, A., Hall-Campbell, N., & Jenkins, F. (2007). *The experiences of teaching assistants of color at a PWI: the role of race and gender*. Think- Tank presented at the 13th Annual Black Graduate Conference in Psychology Poster Session, Washington, D.C.

Banks, E., & Hall Campbell, N. (2005, November). *A sense of community in Ghana*. Symposium conducted at the Fall 2005 Psychology of the Public Interest Brown Bag series, Raleigh, NC.

Banks, E. (2005, October). *An examination of the cultural and historical factors that influence the health disparities found within the African American community*. Paper presented at the 2005 Southeastern Eco-Conference, Columbia, SC.

Banks, E., & Hall Campbell, N. (2005, October). *An exploration of the African Self- Consciousness Scale (ASCS) and its ability to measure the psychological well-being of individuals of African descent*. Symposium presented at the 2005 Southeastern Eco-Conference, Columbia, SC.

Banks, E. (2005, May). *Health and Healing in Ghana, West Africa*. Symposium presented during the 2005 Ghana study abroad program, University of Ghana, Legon.

Banks, E. (2005, March). *Cultural factors associated with the perception of job performance and job satisfaction among African-American employees in the American workplace*. Poster session presented at the 2005 North Carolina Psychological Foundation Poster Session, Chapel Hill, NC.

Banks, E., Butler, S., & Martin, P. (2004, March). *The African American church scale: A tool for understanding and exploring theological orientations within African-American faith communities*. Symposium conducted at the 2004 Mid-Year Psychology and Religion in Research and Practice, Columbia, MD.

Banks, E., & Baldwin, J. (2001, July). *Single (female) –gender versus mixed gender parenting: psychosocial effects on African American college students*. Paper presented at the 2001 Ronald E. Mc Nair Symposium, Tallahassee, FL.