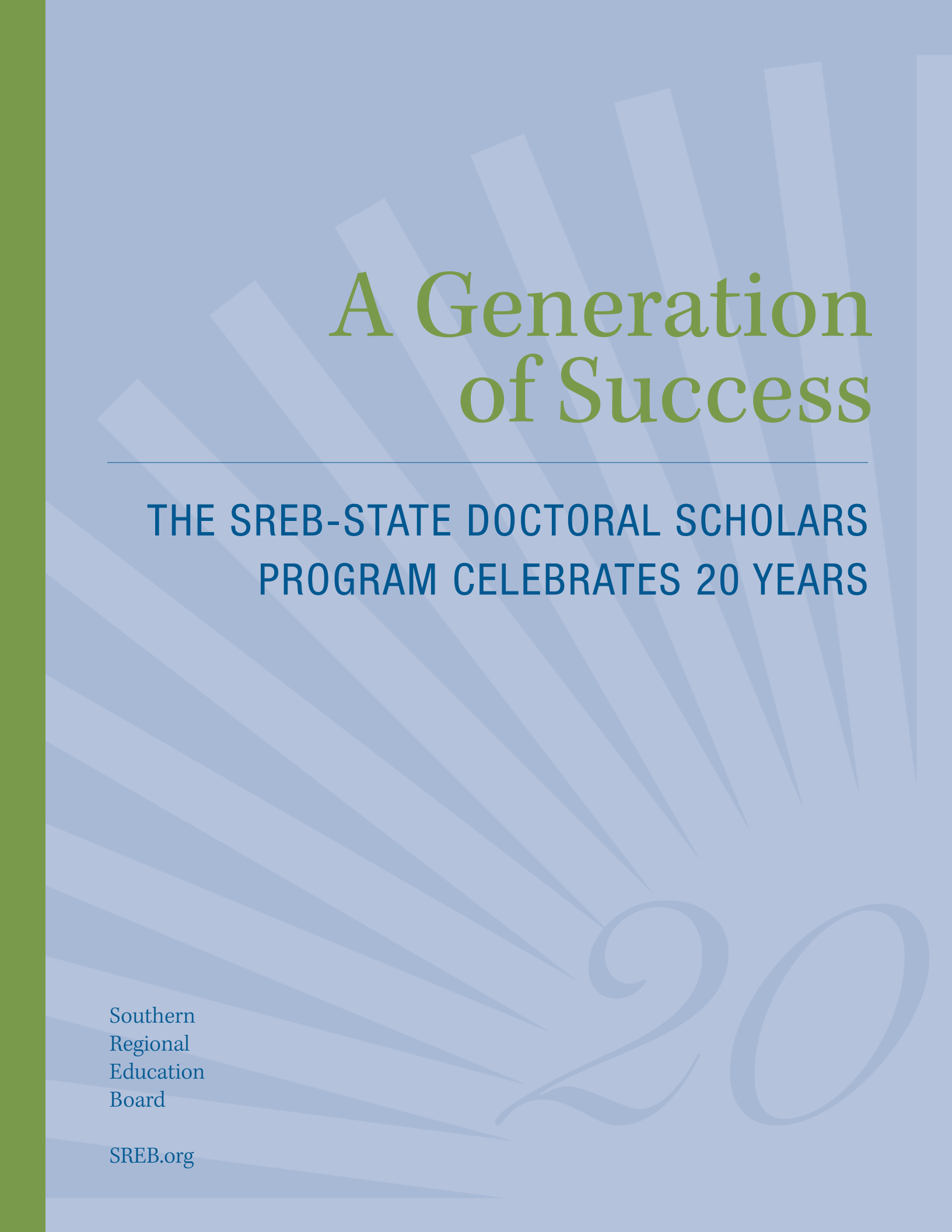



A Generation of Success



THE SREB-STATE DOCTORAL SCHOLARS
PROGRAM CELEBRATES 20 YEARS

Southern
Regional
Education
Board

SREB.org



Since its creation in 1993, the **SREB-STATE DOCTORAL SCHOLARS PROGRAM** has helped reduce the long-standing shortage of minority college faculty in the region and nation.

With continued support from states, institutions and scholars, we are proud to reach the **20-year mark** this year. Through this generation of success, the program has achieved many milestones: It has served more than 1,140 scholars and, most important, has graduated almost 700 Ph.D.s — 80 percent of whom are employed in education. But the U.S. Department of Education (IPEDS Completion Survey) continues to provide hard evidence that the need for minority faculty is still present — and it should challenge all of us to do more, especially state legislative and educational leadership.

The SREB-State Doctoral Scholars Program helps put minorities at the front of college classrooms. Reflecting its motto of “more than a check and a handshake,” the program provides multiple layers of support, preparation and encouragement to assist scholars in earning their doctoral degrees and proceeding on the path to a successful academic career.

It is important to recognize the benefits that SREB states gain from the program’s success. States:

- **Save time and money.** SREB Ph.D. candidates finish, on average, two years faster than the average for all U.S. Ph.D. candidates.
- **Produce a highly trained and skilled talent pool for the state’s workforce and economy.** Program graduates conduct cutting-edge research and bring in external grant funding. Seventy percent of program graduates work in SREB states, boosting state revenue.
- **Create role models.** Program graduates more closely reflect the campus and general populations and encourage more minority students to succeed.
- **Recruit.** State colleges, universities and research labs can recruit from a highly qualified pool of minority Ph.D. graduates and utilize the program’s online directory of scholars who are in a wide range of fields to identify potential job candidates.
- **Develop highly trained and well-educated leaders.** Graduates provide skilled services to their institutions and communities.
- **Improve campus climate.** Minority faculty help black, Hispanic and women students feel less isolated when they see their race, ethnicity and gender reflected in people in leadership positions.

In 2013, 11 SREB states are supporting more than 300 doctoral scholars, but the program could serve even more states and students. We continue to encourage all SREB states to participate in the program, support more students and reap the benefits. We are pleased to congratulate participating SREB institutions, states, scholars, program graduates and program staff on a job well done.

Dr. Dave Spence, President
SREB

Dr. Ansley Abraham, Director
SREB-State Doctoral Scholars Program

CELEBRATING A GENERATION OF SUCCESS

The Southern Regional Education Board works with 16 member states to improve public education by advancing the academic achievement of all students.

Twenty years ago, SREB's Executive Committee raised this question: "Why are there so few black faculty on college campuses?" Researchers at SREB knew part of the answer. First, too few black students were seeking Ph.D.s. Second, universities lacked a coordinated and sustained recruiting effort to attract black students to Ph.D programs. And, third, predominantly white universities did not have effective hiring policies and practices to ensure that qualified black faculty candidates were included in searches and were brought to campuses for consideration and hired for faculty positions. SREB state leaders recognized the national scope of the issue and decided upon a course of action.

The services provided by the program embody its motto of "more than a check and a handshake."

the program resides at SREB, the program today works to support black, Hispanic and other minority students across the SREB region and beyond. Its goal is to increase the number of minority students who earn doctorates and choose to become faculty at colleges and universities. The program is structured to provide financial support and to offer direct services including academic, personal and motivational support for students engaged in doctoral study. It also assists graduates in finding faculty jobs. These services embody its motto of "more than a check and a handshake."

Shortly after the first class in the program was admitted, SREB joined with other regions that had similar interests and formed a three-region partnership — with the Western Interstate Commission for Higher Education and the New England Board of Higher Education. This alliance became known as the Compact for Faculty Diversity. The Compact sought both to reduce the shortage of minority faculty and to enhance the professional development of doctoral scholars in the areas of teaching

and mentoring. To accomplish this, it initiated a four-day professional meeting for scholars: The Compact for Faculty Diversity Institute on Teaching and Mentoring. Just over 100 participants from the three regions attended the first Institute in Atlanta, Georgia, in October 1994. The Institute has convened every October since and is now the largest gathering of minority doctoral scholars in the nation, annually exceeding attendance of 1,000.

This year, both the Doctoral Scholars Program and the Institute proudly mark their 20th anniversaries.

Through this generation of success, the Doctoral Scholars Program has served a total of 1,141 scholars at 92 institutions, in more than 35 disciplines and more than 100 specific topics of study. Research shows that scholars supported through the program complete their Ph.D.s in less time than the average doctoral student, generally by two full years. The program boasts almost 700 graduates: 80 percent of them are employed in education, and 70 percent work in SREB states.

For 20 years, SREB responded with measurable success to the initial question: "Why are there so few black faculty on college campuses?" For 20 years, many SREB states have addressed the issue through their support of the SREB-State Doctoral Scholars Program and have benefitted from having program graduates employed in their states. Firmly committed to the future, the program today continues to give "more than a check and a handshake" to its next Generation of Success.

Acknowledgements

The SREB-State Doctoral Scholars Program appreciates the support from the following agencies and organizations over the past 20 years.

Alfred P. Sloan Foundation	Participating States and Institutions
Ford Foundation Programs	The Atlantic Philanthropies
National Institutes of Health	The Pew Charitable Trusts
National Science Foundation	Wright-Hayre Fund
Other Agencies and Institutions	

CELEBRATING THE COMPACT FOR FACULTY DIVERSITY INSTITUTE ON TEACHING AND MENTORING

This powerful conference is a national leader in reducing the shortage of minority faculty by providing underrepresented minority students with support and encouragement to pursue doctoral degrees so they can become college professors.

With support from the Pew Charitable Trusts and the Ford Foundation, the first Institute was held in 1994. Now in its 20th year, the Institute has become the largest gathering of minority Ph.D. students in the nation by partnering with other state, federal and philanthropic programs that have similar goals.

The SREB-State Doctoral Scholars Program hosts the Institute in a different city each year. The event unites scholars, mentors and faculty members from over 40 states and more than 200 institutions for four days of connecting, teaching, mentoring, knowledge and skill development, and employment opportunities. Attendees participate in a variety of intensive sessions that prepare and motivate them to earn their doctoral degrees and to become successful faculty members and researchers. Scholars are able to share experiences in an environment where feelings of alienation and isolation are absent. In conjunction with the Institute, SREB also hosts two other conferences that address minority Ph.D. production and successful academic career development. These meetings include the biennial Alfred P. Sloan Director's Conference and the annual Junior Faculty Professional Development Conference.

Additionally, the Institute is one of the few venues where college and university faculty and staff can interact with large numbers of minority Ph.D. scholars who represent nearly 100 fields of study and have an interest in becoming faculty members. Recruiters from more than 480 institutions from across the country have come to the Institute over the past 20 years. As one recruiter said, "Being here [at the Institute] is like being a kid in a candy store. ... Where else can you go and find a thousand minority Ph.D. scholars in one place and at one time?" The Institute's recruitment fair is a strong boon to

scholars, who get the opportunity to learn about job openings at colleges and universities and can submit their curriculum vitae for positions in person.

While the Institute continues to grow each year, future challenges remain. Too few U.S. minority students earn doctorates, and institutional hiring practices and policies do not emphasize the scale of the faculty diversity issue.

For the past 20 years, the Institute has focused on preparing and encouraging underrepresented minority scholars to obtain the Ph.D. and seek postsecondary faculty positions. The Institute aims to build upon its successes and continue bringing together minority scholars, faculty mentors and university staff for years to come.

Institute Growth (number attending by year and city)

<u>Year</u>	<u>City</u>	<u>Attendance</u>
1994	Atlanta	107
1995	Tucson	178
1996	Boston	253
1997	New Orleans	306
1998	San Diego	377
1999	New Orleans	409
2000	Orlando	528
2001	Atlanta	633
2002	Arlington	643
2003	Miami	727
2004	Atlanta	850
2005	Arlington	931
2006	Miami	1,020
2007	Arlington	1,051
2008	Tampa	1,024
2009	Arlington	1,101
2010	Tampa	1,156
2011	Atlanta	1,182
2012	Tampa	1,070

CELEBRATING A SUCCESSFUL FIRST DECADE

The Southern Regional Education Board worked hard with states to establish a strong program and build support. Six states responded immediately to the need to participate.

1993

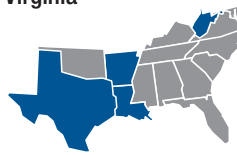
SREB establishes the Doctoral Scholars Program

First SREB state participants: **Alabama, Mississippi, Oklahoma, South Carolina, Tennessee, Virginia**

Grants from the Pew Charitable Trusts, Ford Foundation and The Atlantic Philanthropies

1995

Arkansas, Louisiana, Texas and West Virginia join the program



1997

Maryland joins the program

First Institute awards ceremony

First graduate: Dr. Brenda Allen, Auburn University, Alabama



First Institute
(Atlanta)

Second Institute
(Tucson)

Third Institute
(Boston)

Fourth Institute
(New Orleans)



THE
COMPACT for
FACULTY
DIVERSITY

1994

Compact for Faculty Diversity formed, January 1994, by SREB, NEBHE and WICHE

SREB commissions *Compact for Faculty Diversity* publication

Kentucky joins the program

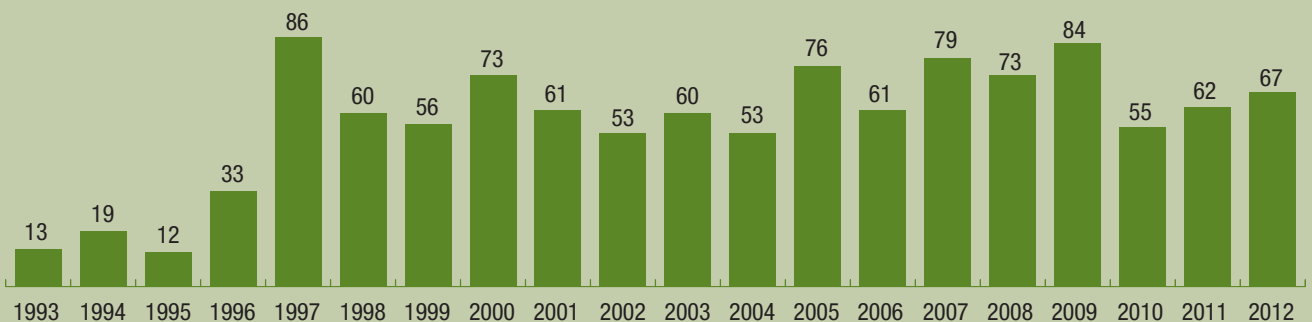
1996

Professional development matching fund established

First dissertation-year fellowship awarded



INCOMING SCHOLAR CLASSES



20



1999

First SREB graduate returns to the Institute as faculty mentor
 First Sloan Scholars participate
Diversity in College Faculty: SREB States Address a Need published
 Sloan Foundation Grant I

2001

First university recruiters attend the Institute

More Than a Check and a Handshake published

100th graduate: Dr. Jennifer Riley, Mississippi State University



Fifth Institute (San Diego)

Sixth Institute (New Orleans)

Seventh Institute (Orlando)

Eighth Institute (Atlanta)

Ninth Institute (Arlington, Virginia)

1998

First McNair Scholars participate in the Institute



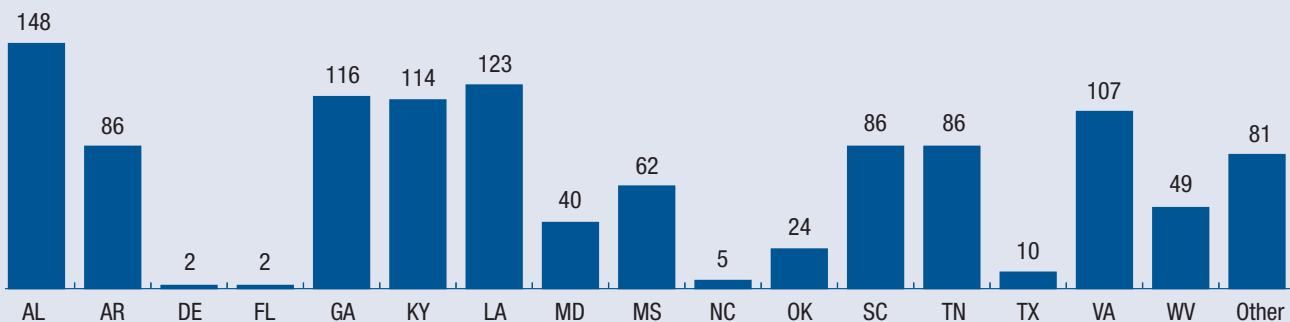
2000

NIH/MARC Grant, Bridges to the Professoriate
 SREB Doctoral Scholars Association inaugural membership meeting
 First NIH/Bridges Scholars attend the Institute
 U.S. Presidential Award for Excellence in Mentoring

2002

NSF/AGEP Grant; The Coca-Cola Foundation; Wright-Hayre Fund
Georgia joins the program
 150th graduate: Dr. James Flournoy, University of Alabama

TOTAL SCHOLARS SERVED, BY STATE, 1993-2013



CELEBRATING A VERY PRODUCTIVE SECOND DECADE

The program grew in both graduates and support and achieved many new milestones. Recognizing its success, other organizations and institutions also sought partnerships.

2003

First AGEP Scholars attend Institute

A Decade of Difference . . . But Still Far to Go published



2005

Second NIH/Bridges Grant

285th graduate, Roxene Thompson, Virginia Polytechnic Institute and State University



2007

Achieving Tenure and Diversity: Honoring 350 Graduates – and Counting published

NSF/AGEP 5-Year Grant



10th Institute (Miami)

11th Institute (Atlanta)

12th Institute (Arlington, Virginia)

13th Institute (Miami)

14th Institute (Arlington, Virginia)

2004

NSF grant for postdoctoral fellows to attend the Institute

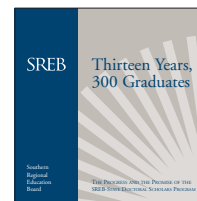
Milestone Graduates: 200 and Counting published



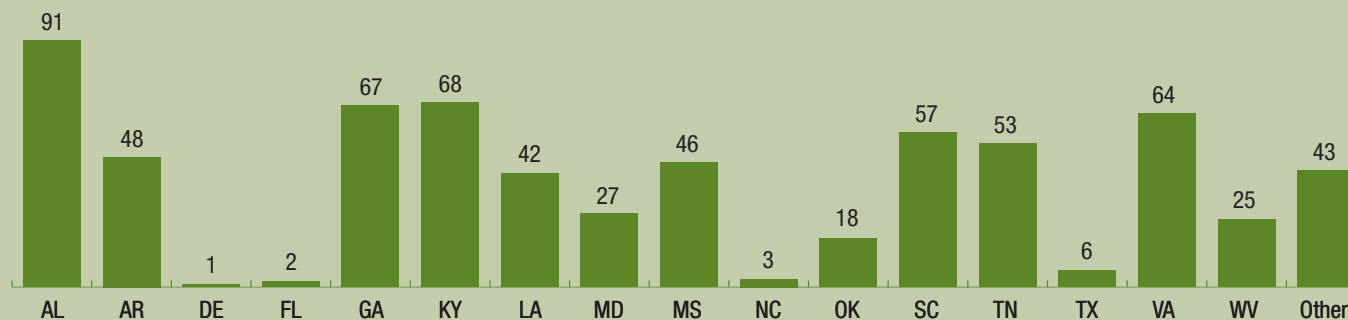
2006

Thirteen Years, 300 Graduates published

350th graduate, Dr. Kimberly Bailey, University of Alabama at Birmingham



GRADUATES BY STATE (through April 2013)



20

2009



The Progress and the Promise: Producing Future Faculty ... 450 Graduates and Counting published

Sloan Foundation V Grant



2011

Program initiates its Giving Back Campaign

550th graduate, Dr. Quentin Tyler, University of Kentucky



15th Institute
(Tampa)

16th Institute
(Arlington, Virginia)

17th Institute
(Tampa)

18th Institute
(Atlanta)

19th Institute
(Tampa)

2008

Sloan Foundation IV Grant for Program Directors Meeting

Charting a Course for Greater Faculty Diversity published

2010

500 who are making a difference published

Program receives John Hope Franklin Award from *Diverse: Issues in Higher Education*



2012

American Society for Public Administration, The Equal Opportunity/Affirmative Action Exemplary Practices Award, March 2012

It's About The Future published

661 GRADUATES AND COUNTING . . .



MEET OUR SCHOLARS

Highlighted here are just a few Doctoral Scholars Program graduates and their career accomplishments to date. These include securing funding from grants, conducting research, attaining leadership positions, publishing scholarly works, mentoring students, serving on committees, presenting at conferences and excelling as teachers. Program graduates represent the future faculty who will lead the way. Their achievements are clear evidence of the program's positive contributions to the academic, social, cultural and economic welfare of their communities.



Tatia Daniels Granger (SREB-State Doctoral Scholar; Virginia, 1997-1999)
Ph.D., Higher Education (August 1999), The University of Virginia, Charlottesville
TODAY: University Ombuds, The College of William and Mary, Williamsburg, Virginia

Dr. Granger has served in several leadership positions in higher education administration, including vice president for Enrollment Services, special assistant to the vice president for Financial Services, assistant director of Admissions, assistant to the vice president for Management and Budget, and director of the Center for Multicultural Services. She has served as a review panelist for the National Science Foundation Scholarships in Science, Technology, Engineering, and Mathematics Program and for the Gates Millennium Scholarship Program, and she has taught an orientation course for new students.



Dwight L. Williams (SREB-State Doctoral Scholar; Maryland, 1998-2005)
Ph.D., Nuclear Engineering (April 2005), University of Maryland, College Park
TODAY: Research Affiliate, Massachusetts Institute of Technology, Cambridge

Dr. Williams is the first African-American to reach full professor status in MIT's nuclear engineering department. He served as chief engineer/principal nuclear physicist at the U.S. Department of Defense. He instructed international scientists in nuclear forensics and gamma-ray spectroscopy in preparation for their service as United Nations scientists. He became the first African-American to be named a Director of National Intelligence Fellow, the highest award available to U.S. scientists based on classified research and technical leadership. He has served as an advisor for several students conducting research for their theses.



M. Lois Lucas (SREB-State Doctoral Scholar; Kentucky, 1995-2006)
Ph.D., American History (December 2005), University of Kentucky, Lexington
TODAY: Interim Dean, West Virginia State University, Institute

Dr. Lucas has served on the faculty at West Virginia State University since 1998. In her current position, she supervises approximately 30 faculty in the College of Business and Social Science, with an enrollment of over 600 students. Her teaching experience includes American, world and African-American history. She is a recipient of the West Virginia State University Professor of the Year award in 2007 and 2010. She holds memberships in the Appalachia Studies Association, Southern Association of Women Historians, and the Accreditation Council of Business Schools and Programs.



Loretta Neal McGregor (SREB-State Doctoral Scholar; Arkansas, 1996-2000)
Ph.D., Human Factors Psychology (May 2000), Wichita State University, Kansas
TODAY: Tenured Professor and Chair, Arkansas State University, Jonesboro

Prior to earning her Ph.D., Dr. McGregor was a psychology instructor at Southern Arkansas University, a graduate teaching assistant at Wichita State University, adjunct instructor at Newman University and assistant professor at Southern Arkansas. She earned tenure at Ouachita Baptist University. At Arkansas State, she has served on various councils and committees. She has served as a thesis and dissertation advisor for students, authored many articles and has been a speaker at many conferences, both regionally and internationally.



Victor Mbarika (SREB-State Doctoral Scholar; Alabama, 1998-2000)
Ph.D., Management Information Systems (December 2000), Auburn University, Alabama
TODAY: Endowed Professor, Southern University and A&M College, Baton Rouge, Louisiana

Dr. Mbarika is president of the Board of Trustees of Southern University's International Center for Information Technology and Development, which focuses on information and communications technology training for scholars based in developing nations. He has authored more than 170 academic publications and received grants surpassing \$2 million. Dr. Mbarika has advised approximately 30 students who completed either their master's or Ph.D. He is a two-time recipient of a Fulbright Grant and has more than 20 research, teaching and service awards.



Selina Vásquez Mireles (SREB-State Doctoral Scholar; Texas, 1995-1998)
Ph.D., Mathematics Education (May 1998), University of Texas at Austin
TODAY: Tenured Professor and Director, Texas State University-San Marcos

Dr. Mireles received the Presidential Award for Excellence in Teaching in 2002 and 2005. Since 1997, Dr. Mireles has been responsible for securing external grants and contracts in excess of \$13.1 million. She has authored many articles and has presented numerous papers at professional meetings. She has served on several committees at her institution. She focuses her research on populations in need and new ideas that can help to change the lives of people in her community.



Vetria L. Byrd (SREB-State Doctoral Scholar; Alabama, 2002-2005)
Ph.D., Computer and Information Sciences (2010), University of Alabama at Birmingham
TODAY: Research Associate, Clemson University, South Carolina

Dr. Byrd is a visualization scientist who assists research faculty and students with their needs to render three-dimensional phenomena, and she has introduced this branch of science to faculty, students and staff at Clemson and surrounding universities. Dr. Byrd also developed a visualization tutorial that she will present at the Extreme Science and Engineering Discovery Environment (XSEDE) global conference. She has collaborated with colleagues at different universities. She is committed to expanding knowledge about scientific visualization in the academic and surrounding community.

MEET OUR SCHOLARS (continued)



Edward E. Brown (SREB-State Doctoral Scholar; Tennessee, 1997-2004)
Ph.D., Electrical Engineering (August 2004), Vanderbilt University, Nashville, Tennessee
TODAY: Associate Professor, Rochester Institute of Technology, New York

Dr. Brown is the director of the Biomechatronic Learning Laboratory, which conducts research on developing robotic technologies for individuals with physical disabilities. He is the program coordinator for the ST@R Project, which focuses on retention of first- and second-year electrical engineering students. He has attained approximately \$1 million in grants and has advised more than 15 students in research projects. Several are employed in major companies. Dr. Brown's record of scholarly accomplishments includes journals, conference proceedings, poster presentations, book chapters, media presentations and interviews.



Tomar Ghansah (SREB-State Doctoral Scholar; Tennessee, 1995-1999)
Ph.D., Microbiology (August 1999), Meharry Medical College, Nashville, Tennessee
TODAY: Assistant Professor, University of South Florida, Tampa

Dr. Ghansah's research focuses on how molecular mechanisms contribute to the pathogenesis of pancreatic cancer and Type II diabetes. Her grant awards are in excess of \$1 million. She teaches graduate students and has mentored and advised several who have earned a master's or Ph.D. She has received awards from professional associations, and she serves on various committees at her institution. She also has been a judge in the Academy Prep Science Fair and a youth mentor at the Museum of Science and Industry, among other activities.



Arsenio Cáceres-Fernández (SREB-State Doctoral Scholar; West Virginia, 1997-1998)
Ph.D., Mechanical/Aerospace Engineering (December 1998), West Virginia University, Morgantown
TODAY: Associate Professor, Civil Engineering, University of Puerto Rico at Mayaguez

Dr. Cáceres-Fernández's research focuses on materials for civil engineering, concrete technology, damage mechanics, construction materials made from recycled products, and composite materials applications for civil engineering infrastructure. He is the recipient of approximately \$500,000 in grants. He has served as a presenter at several professional conferences in Puerto Rico, California and Paraguay. He was a recipient of the U.S. Navy-American Society for Engineering Education Summer Faculty Research Program award, and he has served as a review panelist for various research programs.



Betina Cutaia Wilkinson (SREB-State Doctoral Scholar; Louisiana, 2007-2010)
Ph.D., Political Science (June 2010), Louisiana State University, Baton Rouge
TODAY: Assistant Professor, Wake Forest University, Winston-Salem, North Carolina

Dr. Wilkinson graduated magna cum laude from Loyola University with a double major in sociology and Spanish and received her master's and Ph.D. magna cum laude from Louisiana State University. She was the 500th graduate of the SREB-State Doctoral Scholars Program. Her research interests include race, ethnicity, Latino politics, public opinion and political behavior. She is developing a project that explores racial attitudes among several groups. She has participated in service activities in the United States and Latin America.



Sandra L. Holmes (SREB-State Doctoral Scholar; Tennessee, 2001-2002)
Ph.D., Nursing (2007), University of Tennessee Health Science Center, Memphis
TODAY: Associate Professor, School of Nursing, Kentucky State University, Frankfort

Dr. Holmes has been active in nursing for more than 21 years. In 2010, she received the Outstanding Nurse Award from the Kentucky Black Nursing Association and was selected as a Fellow by the National Black Nurses Association Leadership Institute. She has served as a Faculty Senator and abstract reviewer for several nursing journals. She is certified as a nurse educator, gerontological nurse and a clinical nurse specialist in adult health, and she is a registered nurse in five states and a member of several nursing associations.



Christopher K. Johnson (SREB-State Doctoral Scholar; Alabama, 1999-2003)
Ph.D., Economics (June 2003), University of Alabama, Tuscaloosa
TODAY: Assistant Professor, University of North Florida, Jacksonville

Dr. Johnson's expertise includes urban, regional and public economics; applied macroeconomics; poverty; and income inequality. Dr. Johnson is a two-year recipient of the Outstanding Undergraduate Teaching Award. He was selected to serve on the Provost's Diversity Task Force. He is a member of the Community Scholars Program and was responsible for helping to secure approximately \$4,500 to support a community-based project. He co-founded The Center for Economic and GIS Research, an interdisciplinary center providing research and science-based solutions in a variety of business settings.



Crystal S. Anderson (SREB-State Doctoral Scholar; Virginia, 1997-2000)
Ph.D., American Studies (2000), The College of William and Mary, Williamsburg, Virginia
TODAY: Associate Professor, English Department, Elon University, North Carolina

Dr. Anderson is an expert in Afro-Asian popular culture whose publications and digital projects focusing on Kpop (Korean popular music) are known internationally. She is a sought-after speaker at conferences sponsored by various Afro-Asian associations. She has served as a member of several dissertation and master's theses committees and on several editorial boards. She serves as a Faculty Fellow for the Multicultural Center, as affiliated faculty to the Center for Law and Humanities, and on the English Department's Literature Concentration Committee.



WE KNOW WHO WILL BE IN THESE SEATS BY 2020.

WE DON'T KNOW WHO WILL BE IN FRONT OF THE CLASSROOM.

- White students will make up less than half of public high school graduates in SREB states, and black and Hispanic students will increase to nearly half of all graduates.
- Today, minority students already account for almost two-thirds of the growth in college enrollment.
- Yet black and Hispanic faculty represent less than 5 percent of the faculty on predominantly white college campuses.

What commitment has your state made to diversify the faculty in your colleges and universities?

Get Involved or Stay Involved in the SREB-State Doctoral Scholars Program



SREB

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