

SREB

Achieving Tenure and Diversity

*Honoring 350 Graduates
— and Counting ...*

Southern
Regional
Education
Board

SREB-STATE DOCTORAL SCHOLARS PROGRAM

Participating States

Alabama, Arkansas, Georgia, Kentucky, Louisiana, Maryland, Mississippi, South Carolina, Tennessee, Virginia and West Virginia

Out-of-Region Affiliated Members

in New Jersey, New York and Washington D.C.

This report was prepared by Robbie Brawner Ouzts, Scholar Services Coordinator, SREB-State Doctoral Scholars Program.

SREB-STATE DOCTORAL SCHOLARS PROGRAM

“More Than a Check and a Handshake”

More than one-third of the nation’s college students are people of color — yet only one in 10 are college faculty members. On predominantly white campuses, minority faculty members represent less than one in 30, and the number is particularly low in science, technology, engineering and mathematics.

The SREB-State Doctoral Scholars Program was established in 1993 to address the long-standing national shortage of minority faculty members at institutions of higher learning. The program celebrates its 350th Mark Musick Doctoral Scholar graduate in 2007 — and the accomplishments of its many graduates who have achieved tenure as college faculty members.

More than 70 percent of program graduates are employed in SREB states, and more than 75 percent work on college and university campuses as faculty, administrators and postdoctoral researchers. In 2006, the program added 40 new graduates, and more than 77 percent of them have accepted college faculty positions — many of them tenure-track jobs.

To date, 15 Mark Musick scholar graduates have achieved tenure, which is one of the highest professional achievements in education. Fewer than one-third of the nation’s college professors have achieved tenure, according to the National Study of Postsecondary Faculty.

The SREB-State Doctoral Scholars Program congratulates all of its graduates.

Since 1915, the American Association of University Professors has supported tenure as necessary to protect academic freedom. The SREB-State Doctoral Scholars Program embraces the motto “More Than a Check and a Handshake” by providing multiple layers of support to help scholars earn their doctorates and seek academic careers. In addition to financial support, the SREB-State Doctoral Scholars Program helps aspiring professors gain the knowledge and skills they need to earn tenure, including the mechanics of conducting research, effective mentoring, writing proposals, the latest teaching techniques and professional networking.

SREB-STATE DOCTORAL SCHOLARS PROGRAM

- 718 scholars served in 14 years (*through May 2007*)
- 350 program graduates
- 84 participating colleges and universities
- 78 percent of graduates work in education
- 273 are currently working on a doctoral degree

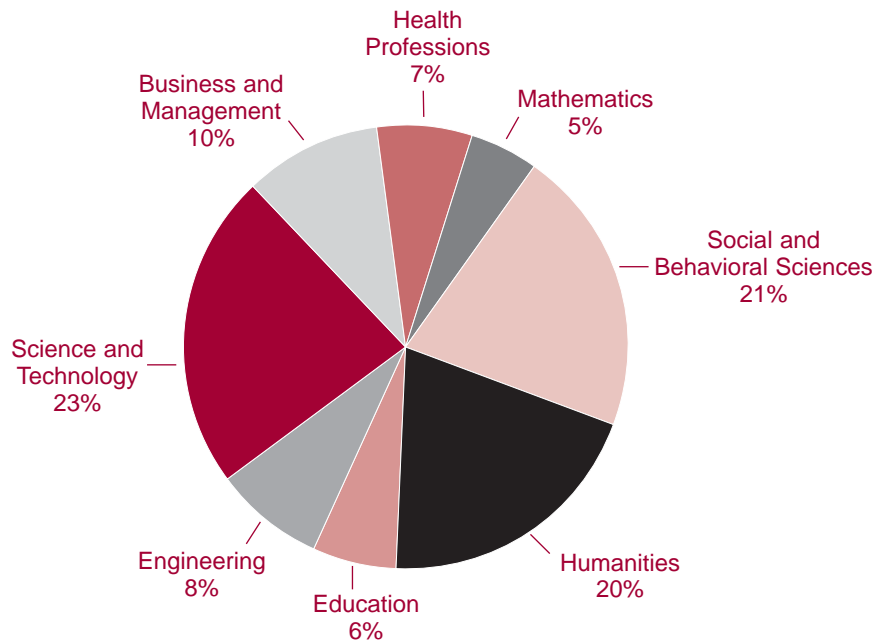
Regional Profile

Program Highlights

- 15 tenured faculty members
- Retention rate of nearly 90 percent
- Reduced time to degree
- Recognized by the Woodrow Wilson National Fellowship Foundation as one of the nation's leading minority fellowship programs
- Founding member of the Compact for Faculty Diversity Institute for Teaching and Mentoring. The Institute is the nation's largest annual gathering of minority doctoral students, graduates and faculty mentors. The Institute has received the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring
- Partners include the Alfred P. Sloan Foundation; The Gates Millennium Scholars; the National Institutes of Health (NIGMS-MARC and Bridges to the Professoriate); the National Science Foundation (Alliances for Graduate Education and the Professoriate, or AGEP); the National Science Foundation Directorate for Biological Sciences; the National Science Foundation Directorate for Social, Behavioral & Economic Sciences; and the United States Department of Education (Ronald E. McNair Postbaccalaureate Achievement Program)

Regional Profile

Academic Fields Represented



SREB-STATE DOCTORAL SCHOLARS PROGRAM

Scholarship Type

- 521 doctoral awards (5 years of support)
- 197 dissertation awards (1 year of support)



TENURED GRADUATE

Dr. Brenda Allen

Assistant Professor, Auburn University

Urban Forestry

Ph.D. Graduate, Auburn University

Dr. Allen earned a bachelor's degree in animal and poultry sciences and a master's degree in plant and soil sciences from Tuskegee Institute (now University) in Alabama. She received a doctorate from Auburn University. She is an extension specialist for the Alabama Cooperative Extension System, and she teaches urban forestry. She also serves as an academic advisor for undergraduate and graduate students.

- First and only African-American to receive a Ph.D. in forestry from Auburn University
- First SREB-State Doctoral Scholars Program graduate and first to receive tenure
- Developed training programs for tree commissions in areas of leadership, management, planning and policy
- Appointed by the U.S. Secretary of Agriculture to a three-year term on the National Urban and Community Forest Advisory Council in 2003, with a second term in 2008
- Recipient of competitive research and teaching grants

TENURED GRADUATE

Dr. Samuel L. Brown

Associate Professor, University of Baltimore
Public Policy

Ph.D. Graduate, University of Maryland, Baltimore County



Dr. Brown earned a bachelor's degree in economics from Towson State University, a master's in business administration from the University of Baltimore, and a doctorate in public policy from the University of Maryland, Baltimore County. He is the director of the Master of Public Administration Program at the University of Baltimore. In addition, he is a tenured associate professor and Senior Fellow at the William Donald Schafer Center for Public Policy in the School of Public Affairs, Yale Gordon College of Liberal Arts at the University of Baltimore.

- 2007 Sylvester Murray Distinguished Mentor Award recipient, Conference of Minority Public Administrators
- Author of more than a dozen articles and book chapters
- Recipient of competitive research and teaching grants
- Invited presenter at a number of lectures and conferences



TENURED GRADUATE

Dr. Luz-Eugenia Cox-Fuenzalida

Assistant Professor, University of Oklahoma

Psychology

Ph.D. Graduate, University of Oklahoma

Dr. Cox-Fuenzalida earned her bachelor's, master's and doctoral degrees from the University of Oklahoma. Her work combines the study of both personality and human performance. Dr. Cox-Fuenzalida's work focuses on the behavioral aspects of individual differences, specifically the mediating effects on performance in response to workload variation. She has served on the editorial board of *Current Psychology* since 2006.

- Published peer-reviewed articles in the journals *Human Factors*, *Personality and Individual Differences*, *Journal of Research in Personality* and *Current Psychology*
- Co-authored book chapters on personality and human performance topics
- Invited to deliver scholarly presentations at both national and international forums
- Recipient of competitive research and teaching grants, College of Arts and Sciences, University of Oklahoma

TENURED GRADUATE

Dr. Paul DeLaLuz

Professor and Department Chair of Natural Sciences and
Mathematics, Lee University
Bio-Organic Chemistry
Ph.D. Graduate, University of Kentucky



Dr. DeLaLuz earned a bachelor's degree from Lee College and a doctorate from the University of Kentucky. He teaches in the general chemistry and biochemistry sequences, preparing both non-majors and students within the pre-medical programs. Many of Dr. DeLaLuz's students have proceeded to graduate degree programs and medical schools such as Vanderbilt University, Tulane University, Johns Hopkins University, the Mayo Clinic, East Tennessee State University, the University of Florida and many others. He is peer reviewer for the *Journal of Chemistry Education* and the *Chemical Educator*.

- Received major grants from the National Science Foundation and Tennessee Higher Education Commission
- Received two of the three highest faculty awards, "Excellence in Teaching" in 2005 and "Excellence in Advising" in 2001
- Served as chair of the regional American Chemical Society Local Section in southern Tennessee



TENURED GRADUATE

Dr. Deacue Fields III

Associate Professor, Auburn University

Agricultural Economics

Ph.D. Graduate, Louisiana State University

Dr. Fields received a bachelor's degree from Southern University and a master's degree from the University of Missouri-Columbia. He earned a doctorate from Louisiana State University. He teaches senior and graduate-level agribusiness management courses and serves as a liaison between the Department of Agricultural Economics and Rural Sociology and the agribusiness community. His research focuses on identifying the impact of agribusiness and various sectors of agriculture on state, regional and national economies. He has conducted consumer product research studies to determine consumers' preferences and their willingness to pay for various agricultural commodities.

- Principal or co-principal investigator in competitive grant funds
- Outstanding Faculty Member Award in the College of Agriculture
- Member, Auburn University Federal Credit Union Board of Directors
- Scientific Advisory Board Member for the Southeast United Dairy Industry Association
- Author of many articles and selected papers

TENURED GRADUATE

Dr. Michelle Foster

Assistant Professor, Wingate University
Mathematics
Ph.D. Graduate, Auburn University



Dr. Foster received a bachelor's degree in mathematics from Alabama State University in Montgomery. She earned a master's degree and doctorate from Auburn University in Alabama. She is interested in preparing future mathematics teachers and enhancing the professional skills of those already in the field. Dr. Foster presents mathematics education workshops in local and national settings.

- Southeastern Project NExT (New Experiences in Teaching) Fellow, the Mathematical Association of America
- Panelist at two Graduate Fellows Conference events sponsored by the National Science Foundation's Diversity Continuum Programs
- Invited participant at the Teaching Future Teachers Workshop and the Mathematical Preparation of Elementary School Teachers Workshop, both sponsored by the Mathematical Association of America



TENURED GRADUATE

Dr. Jill Hough

Associate Professor, University of Tulsa

Management

Ph.D. Graduate, Oklahoma State University

Dr. Hough received a bachelor's degree in mathematics, a master's degree in industrial engineering and management and a doctorate degree in business administration from Oklahoma State University. She teaches undergraduate and graduate courses in strategic management. She also teaches such course electives as Organizational Change and Management of Innovation and Technology. Her research on strategic decision-making, business segment performance, and management history has been published in the *Strategic Management Journal*, the *Journal of Management*, *Management Decision*, the *Journal of Management Studies* and other top publications.

- Received “best paper” awards from the Academy of Management and Decision Sciences conferences
- Named Academy of Management “best reviewer in the field” (top 5 percent out of 1,292 reviewers)
- Frequently sought for executive development programs on organizational change, management of innovation, and strategic management

TENURED GRADUATE

Dr. Meagan M. Jordan

Associate Professor, University of Arkansas at Little Rock
Public Administration
Ph.D. Graduate, University of Kentucky



Dr. Jordan earned a bachelor's degree in economics from Austin College, a master's degree from the University of Arkansas at Little Rock, and a doctorate from the University of Kentucky. Her research specialization is state and local public finance. She has researched, published, trained and consulted in the areas of performance budgeting, strategic planning, local economic development, revenue diversification and tax compliance. She has served on the editorial board of the *Journal of Public Management and Social Policy* since 2005.

- Published journal articles in *Public Budgeting and Finance*, the *Journal of Policy Analysis and Management*, *State and Local Government Review*, *Accounting* and the *Journal of Public Budgeting and Financial Management*
- Author of a book chapter in *Budget Theory in the Public Sector*
- Completed the College of Professional Studies' Leadership Academy



TENURED GRADUATE

Dr. M. Lois Lucas

Associate Professor, West Virginia State University

History

Ph.D. Graduate, University of Kentucky

Dr. Lucas received a bachelor's and master's degree in American history from North Carolina Central University in Durham. She earned a doctorate from the University of Kentucky. She teaches American, African-American and world history courses. Since 1993, Dr. Lucas has developed five courses in African-American history: Slavery in the United States, Black Images in American History, The Age of Jim Crow, The Harlem Renaissance and The Civil Rights Movement. Four of the five courses have been incorporated into the school's regular curriculum, and the fifth has been submitted for acceptance.

- Published essays in *West Virginia Politicians: Personalities of Power*, *The West Virginia Encyclopedia* and *Government and Politics in West Virginia: Readings, Cases & Commentaries*
- Two additional articles accepted for publication in the *African-American National Biography*

TENURED GRADUATE

Dr. Loretta Neal McGregor

Associate Professor, Arkansas State University
Psychology
Ph.D. Graduate, Wichita State University



Dr. McGregor received a bachelor's degree from Ouachita Baptist University in Arkadelphia, Arkansas, a master's degree from Emporia State University in Kansas, and a doctorate from Wichita State University in Kansas. She has taught a wide range of courses at Ouachita Baptist University, Southern Arkansas University and Arkansas State University at Jonesboro. Dr. McGregor has been innovative in designing and implementing a course intended to teach psychology majors about their career options in the field. This particular course has remained a part of the curriculum at both Ouachita Baptist and Southern Arkansas long after her departure from these universities.

- Awarded Outstanding Young Careerist award by the Arkansas Business and Professional Women's Association
- Chair and convention manager, Southwestern Psychological Association
- Past president of the Magnolia chapter of the Business and Professional Women
- Current state board President for Arkansas Single-Parent Scholarship Fund



TENURED GRADUATE

Dr. Terra L. Smith

Associate Professor, University of Memphis
Health and Sport Sciences
Ph.D. Graduate, Oklahoma State University

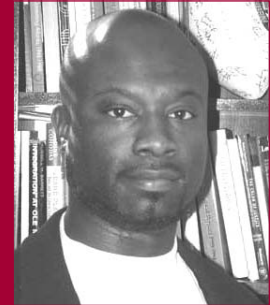
Dr. Smith earned bachelor's and master's degrees from Cornell University in Ithaca, New York. She received a master's degree in food and nutrition and institutional administration, and a doctorate in food science at Oklahoma State University. She specializes in dietetics, food product development and food service management. She also emphasizes undergraduate research in her courses at the University of Memphis.

- Recipient of competitive grants from the American Society of Quality, Rutgers University and the Memphis Area of Nutrition Council
- Authored many professional articles and delivered scholarly presentations
- Received professional awards from the Tennessee Association of Family and Consumer Sciences

TENURED GRADUATE

Dr. Byron D' Andra Orey

Associate Professor, University of Nebraska
Political Science
Ph.D. Graduate, University of New Orleans



Dr. D'Andra Orey earned a bachelor's degree from Mississippi Valley State University and master's degrees from the University of Mississippi and the State University of New York at Stony Brook. He received a doctorate from the University of New Orleans. His research and teaching interests are in the areas of race and politics. He has published numerous articles and book chapters and is working on two book proposals to examine minority representation in the context of the Voting Rights Act and African-American intra-racial attitudes.

- Expert on voting rights
- Appointed Gallup Professor, 2003-04
- Testified in a number of voting rights cases at the federal, state and local levels and before the Mississippi State Legislature
- Invited to deliver a lecture at Oxford University, Harris Manchester College, in England



TENURED GRADUATE

Dr. LaTonya Thames-Taylor

Assistant Professor, West Chester University

History

Ph.D. Graduate, University of Mississippi

Dr. Thames-Taylor earned a bachelor's degree from Tougaloo College in Mississippi and master's and doctoral degrees from the University of Mississippi. She is a Frederick Douglass Institute Scholar at West Chester University, and her areas of academic interest include the African diaspora, African-American and Southern history, women's history and gender theory, black social and political thought, and social studies education.

- Awarded the first Multicultural Faculty Commission Professional Development Grant, West Chester University
- Professor in the Honors Program at West Chester University
- Recipient of the Junior Faculty Research Grant from the Christian R. and Mary F. Lindback Foundation

TENURED GRADUATE

Dr. Selina Vásquez-Mireles

Associate Professor, Texas State University-San Marcos
Mathematics
Ph.D. Graduate, University of Texas at Austin



Dr. Vásquez-Mireles earned a bachelor's degree from the University of Texas at Austin, a master's degree from Southwest Texas State University and a doctorate from the University of Texas at Austin. Her research is focused on developmental mathematics education, as well as pre-service and in-service mathematics teacher training. Dr. Vásquez-Mireles helps mathematics students — especially those with particular academic need — through research projects, teaching and special services. She mentors approximately 10 students per year.

- Received two Fund for the Improvement of Postsecondary Education grants
- Author of publications focusing on developmental mathematics and math and science integration
- Only Mexican-American tenured faculty in the math department
- Director of the Developmental Mathematics Program



TENURED GRADUATE

Dr. Thomas Alex Washington

Associate Professor, Morgan State University

Education and Urban Studies

Ph.D. Graduate, University of Tennessee, Knoxville

Dr. Washington received a bachelor's degree in psychology from LeMoyne-Owen College in Memphis. He also earned master's degrees in sociology and social work and a doctorate from the University of Tennessee, Knoxville. Dr. Washington teaches human development and research methods at the graduate and undergraduate levels, and he teaches statistics to doctoral students. His research expertise is in the areas of HIV prevention, human sexuality (cognitive theory) and program evaluation.

- Presenter of HIV behavioral research findings at the International AIDS Conference in Bangkok, Thailand
- Served as chair of the Professional Welfare Committee, President's University Council, Morgan State University
- Assisted in the establishment of the first Master of Social Work and Ph.D. Social Work programs at Morgan State University, Baltimore, Maryland
- Authored numerous peer-reviewed articles

MARK MUSICK DOCTORAL SCHOLAR GRADUATE

Dr. Khiela Holmes

Postdoctoral Student, University of Michigan Medical Center
Clinical Child and Adolescent Psychology
Ph.D. Graduate, University of Alabama



"I have been indeed blessed to be a SREB scholar and feel honored to be the 350th graduate. I have benefited tremendously from the support and encouragement provided by SREB. Specifically, I thoroughly enjoyed each Institute on Teaching and Mentoring that I attended. I was able to network with graduate students and faculty from a range of fields and gain valuable information regarding professional growth and surviving graduate school. There are not enough words to express how appreciative I am for all that the program has provided. Thank you!"

Dr. Holmes received a bachelor's degree from Hendrix College in psychology, along with master's and doctoral degrees from the University of Alabama. She has earned a postdoctoral fellowship in clinical child and adolescent psychology at the University of Michigan Medical Center.

- Served as president of the African-American Graduate Student Association at the University of Alabama
- Research Grant Recipient, University of Alabama Psychology Department
- Awarded National Institute on Drug Abuse diversity supplemental grant

THE
350TH
GRADUATE
AND
FUTURE
TENURED
FACULTY
MEMBER



SREB-State Doctoral Scholars Program

Salutes the 2006 Graduates

SREB-State Doctoral Scholars Program Ph.D. Graduates 301-350

ALABAMA

Dr. Randy Bradley, Auburn University, Information Technology
Dr. Isaac Ekoto, Texas A&M University, Aerospace Engineering
Dr. Jasmine Gaines, University of Alabama at Birmingham, Molecular Biology
Dr. Khiela Holmes, University of Alabama, Clinical Psychology
Dr. Carl Pettis, Auburn University, Discrete Mathematics
Dr. Miriam Rivera-Hokanson, University of Alabama, Romance Languages/Spanish
Dr. Debra Strother, University of Kentucky, Gerontology
Dr. Cornelius Varnado, Auburn University, Chemistry
Dr. Rynetta Washington, Auburn University, Management

ARKANSAS

Dr. Mai Elobeid, Arkansas State University, Environmental Sciences
Dr. Latonya Garner, University of Mississippi, Mathematics
Dr. George Ogendi, Arkansas State University, Environmental Sciences
Dr. Cynthia Williams, Vanderbilt University, Language and Literacy/Education

GEORGIA

Dr. Adriane Randolph, Georgia State University, Computer Information Systems
Dr. Otis Smart, Georgia Institute of Technology, Electrical Engineering

KENTUCKY

Dr. Angela Cooke-Jackson, University of Kentucky, Communications
Dr. Rynetta Davis, University of Kentucky, English
Dr. Scott Graves, University of Kentucky, Psychology

Achieving Tenure and Diversity

LOUISIANA

Dr. Dominique Duval-Diop, Louisiana State University, Geography

MARYLAND

Dr. Simone Drake, University of Maryland, College Park, English

Dr. Deonne Minto, University of Maryland, College Park, English

Dr. Sylvia Trent-Adams, University of Maryland, Baltimore County, Health Policy

MISSISSIPPI

Dr. Joe Anderson, University of Mississippi, Mathematics

Dr. Ronica Arnold, Mississippi State University, Counseling/Education

Dr. Natasha Satcher, University of Southern Mississippi, Human Performance Administration

Dr. Stevie Watson, Mississippi State University, Business/Marketing

OKLAHOMA

Dr. Michael Leo, Portland State University, Systems Science

SOUTH CAROLINA

Dr. Maurice Duke, Clemson University, Forestry and Natural Resources

Dr. Cedric Fairbanks, Clemson University, Civil Engineering

Dr. Joanna Lau, University of South Carolina, Psychology

Dr. Dwella Nelson, Clemson University, Analytical Chemistry

Dr. Valeria Shipp, Medical University of South Carolina, Nursing

TENNESSEE

Dr. Wendy Brisbon, Meharry Medical College, Biomedical Science

Dr. Melissa Butler, University of Memphis, Counseling Psychology

Dr. Sandra Holmes, University of Tennessee Health Science Center, Nursing

Dr. Shakira Kennedy, University of Tennessee at Knoxville, Social Work

Dr. Elton Weaver, University of Memphis, History

VIRGINIA

Dr. Joseph Chen, Virginia Commonwealth University, Counseling Psychology
Dr. Dana-Marie Thomas, Virginia Commonwealth University, Epidemiology
Dr. Tywana Whorley, University of Pittsburgh, Archival Administration

WEST VIRGINIA

Dr. Harold Blanco, Ohio University, Instructional Technology
Dr. Amanda Lee, West Virginia University, Music
Dr. Julio Noriega, West Virginia University, Mechanical Engineering
Dr. Taji Tortorello, West Virginia University, Counseling Psychology

OUT-OF-REGION AFFILIATED MEMBERS

NEW JERSEY

Dr. Michael Deleon, New Jersey Institute of Technology, Physics
Dr. Asha Hall, Rutgers University, Ceramic & Materials Engineering
Dr. Antonio Lopez, Rutgers University, English
Dr. Jose Lopez, Stevens Institute of Technology, Plasma Physics

NEW YORK

Dr. Karin Block, Graduate Center of City University of New York, Earth and Atmospheric Science/Geochemistry

DISTRICT OF COLUMBIA

Dr. Anika Sandy-Hanson, Howard University, Educational Psychology

Achieving Tenure and Diversity



350 Graduates and Counting . . .

Southern Regional Education Board
SREB-State Doctoral Scholars Program
592 10th Street N.W.
Atlanta, Georgia 30318-5776
(404) 875-9211
Fax (404) 872-1477
www.sreb.org