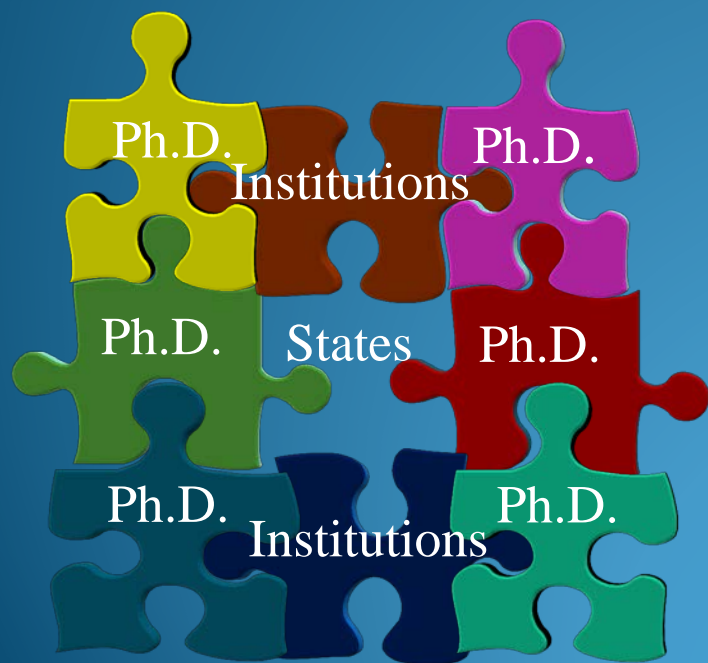


New England HERC

*SREB-State Doctoral Scholars Program & Institute on Teaching
and Mentoring:
Charting a Course for Faculty Diversity*



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www.sreb.org/page/1074/doctoral_scholars.html

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Minorities as Percentage of All Full-Time Faculty Change is Incremental

Four-year Public Institutions

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>	<u>2014</u>
• Black	4.3%	4.5%	5.1%	5.5%	5.3%
• Hispanic	1.5%	2.0%	2.9%	3.8%	4.3%
• <u>American Indian</u>	<u>0.2%</u>	<u>0.3%</u>	<u>0.4%</u>	<u>0.5%</u>	<u>0.5%</u>
• Total	6.0%	6.8%	8.4%	9.8%	10.1%

*Over 50% teach at minority serving institutions (SREB)

*Almost 40% teach at minority serving institutions (Nation)

Racial/Ethnic Group Representation — U.S. Population to Faculty in Four-Year Institutions

			Faculty							
Racial/Ethnic Groups	U.S. Population	Under-graduates	All Fields	Education	Engineering	Humanities	Life Sciences	Phy, Math & Computer Sciences	Prof. Fields	Social Sci.
Native American	1%	1%	0%	1%	0%	0%	0%	0%	0%	0%
Asian/ Pacific Islander	4%	6%	9%	5%	24%	5%	11%	16%	11%	5%
Black	12%	12%	5%	7%	4%	5%	3%	4%	6%	7%
Hispanic	14%	10%	3%	4%	2%	4%	2%	3%	2%	5%
White	67%	68%	81%	81%	68%	85%	82%	77%	79%	82%

Sources: U.S. Census Bureau, Population Estimates Program; U.S. Department of Education, National Center for Education Statistics IPEDS and NSOPF; University Leadership Council analysis, all 2008.

SREB-State Doctoral Scholars Program

- **GOAL**
 - Diversify college and university faculty
- **OBJECTIVES**
 - Increase the number of minority Ph.D.s
 - Provide long term state and university support (Doc., Dis.)
 - Provide comprehensive package of support
 - Enhance professional development (teaching/mentoring/research)
 - Provide advise, counsel, advocacy
 - Collaborate with institution, state, fed., regional & philanthropic org.
 - Identify and disseminate best practices
- **MOTTO----- “MORE THAN A CHECK AND A HANDSHAKE”**

Program Services

- **Multiple layers of support—**
 - Long term financial support (Doc., Dis.)
 - Regular contact/follow-up
 - Academic monitoring (enrollment & grades)
 - Professional development (grad sch & career)
 - Advocacy & Counseling
 - Networking/Community Bldg./Partnerships
 - Career counseling
 - Institute on Teaching and Mentoring (preparation for professoriate)
 - Junior Faculty Professional Development Conference
 - Service grants

Program Demographics

- 22nd Year
- 1311 Scholars Served (28 states, 96 institutions)
- 414 Matriculating
- 738 Graduates
- Fields of study:
 - STEM-37%; Bus.-6%; Health Prof.-6%; Soc.&Beh.-28%; Hum.-15%; Edu. 9%)

Doctoral Scholars Program Outcomes

- 89% retention/graduation rate
- 80% grads employed in education
 - 92% in higher education
- 68% grads employed in SREB states
- 1+ grads employed in 41 states + DC,PR & 7 foreign countries
- 82 Tenured Grads
- Reduced Time to Degree
 - Doc.:
 - 4.7 years with master's
 - 5.1 years w/o master's
 - Diss.:
 - 1.8 years
- Institute on Teaching and Mentoring/Junior Faculty Professional Development Conference
- Scholar Directory
- Recognized National Leader

Our Story

Real-Time DATA

<http://home.sreb.org/dsp/stats/foxframe.aspx>

**Making News!
2014 Institute on
Teaching and Mentoring**





Compact for Faculty Diversity

Institute on Teaching and Mentoring

- 21st year
- National in focus – 45 states & 269 institutions represented
- Partnerships – inst., st., reg., fed., and phil. programs
- More than 1,200 participants
- Largest gathering of minority Ph.D. scholars in the nation who are pursuing academic careers
- Diversity of fields – STEM (46%), Soc./Beh. (21%), Edu. (17%), Hum. (10%), Bus./Man. (4%), Hlth. Prof. (2%)
- More than 100 specific fields of study
- More than 60 sessions
- Host Biennial Sloan Directors Conference
- 75 Institutions and 200 individual recruiters

Institute on Teaching and Mentoring

Objectives-Scholars

- **Doctoral Study Support** – knowledge and skills to successfully navigate graduate study
- **Teaching & Mentoring** – experts, scholars, mentors share knowledge about academic life (teaching, mentoring, research, and service)
- **Professional Development** – strategies for success as faculty
- **Networking & Community Building** – build a broader community of scholars & faculty from across academic disciplines
- **Faculty Recruiting** – access to qualified URM faculty candidates

Institute on Teaching and Mentoring

Objectives-Faculty

- Develop/improve mentoring skills and strategies
- Ensure departmental environment of support
- Develop / share effective recruiting and retention strategies for minority scholars and faculty / identify best practices
- Sensitize faculty to the issues/concerns of minority scholars

Institute on Teaching and Mentoring

Web Page

<http://www.instituteonteachingandmentoring.org/>

Ways to Engage SREB

- Post job announcements — channel.turner@sreb.org
- Subscribe to the Scholar Directory — \$500/yr
- Institute on Teaching & Mentoring — recruit/send scholars
- Become SREB Doctoral Scholar Program partner institution
- Follow us on:

Twitter (<https://twitter.com/SREBDocSch>)

Facebook (<https://www.facebook.com/pages/SREB-State-Doctoral-Scholars-Program/204324396337352>)