

Four Steps Forward

What Policymakers and Educational Leaders Can Do To Increase Faculty Diversity

1 Partner With the SREB-Doctoral Scholars Program

By partnering with other states and SREB, states can benefit from cost-sharing and savings, accomplishing together — *more graduates, faster* — what has historically been difficult to achieve alone. Institutions with resources to support graduate students can also become partners.

2 Support More Scholars

SREB states should give high priority to supporting as many scholars as they can. Retention and graduation rates for the Doctoral Scholars Program is double the national average for minority students, and time-to-degree is nearly half of the national average.

3 Create a Pipeline

Start early. Generate interest in a college education among high school students. Provide minority high school students early and adequate exposure to advanced courses and research projects to spur their interest in undergraduate and also graduate school.

Help two-year colleges become stepping stones to graduate education and the professoriate: Half of Hispanic and nearly a third of black students begin at two-year colleges.

Create communication strategies to inform and encourage minority students on four-year campuses to consider the professoriate as a career.

4 Recruit

Encourage institutions to recruit more faculty of color from the rich pool of qualified Ph.D. graduates, many in STEM fields. Require faculty search committees to use the online Doctoral Scholars Program directory to identify candidates.

Prepared by Chanell Turner and Ansley Abraham

Social Media/Website:
SREB.org/DoctoralScholars
[@SREBDocSch](https://twitter.com/SREBDocSch)
facebook.com/doctoral.scholars

Southern Regional Education Board
592 10th St., N.W. | Atlanta, GA 30318-5776 | (404) 875-9211

Partner Support Prepare Recruit

Four Steps Forward To A More Diverse College Faculty

SREB

Doctoral Scholars
Program

Faculty diversity is a central topic on campuses across America today. Campus pavilions, courtyards, lunchrooms and even college offices are forums for faculty and students. The talk — and sometimes the shouts — is all about the nation's slow progress in ensuring that black, Hispanic and Native American youth are ready for, have access to and can be successful in colleges and universities.

By fall 2014, black, Hispanic, Native American and Asian/Pacific Islander students accounted for about one-third of all college enrollment in the United States. These students — and all students — need to see minority faculty at the head of their college classrooms. The disappointing news is that the proportion of faculty who represent these same groups at public four-year institutions is less than 10 percent.

Why is faculty diversity important?

- It means role models for students of all backgrounds.
- It helps faculty advisors shape campus culture to reflect the whole student body.
- It promotes stronger engagement of minority students in class and leads to broader perspectives for all students.
- It reduces stereotypes among all students and staff.
- It brings new ideas, interests and perspectives to university research.



Over 1,400 scholars served



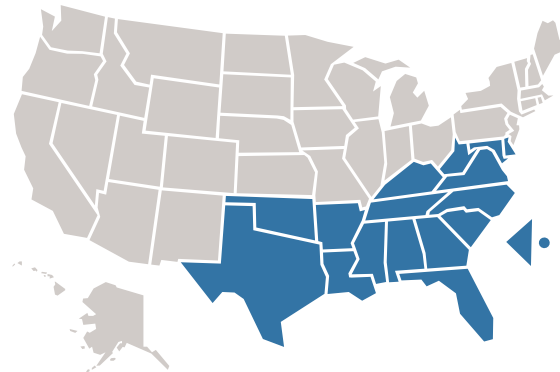
GRADUATES AND COUNTING...

DSP scholars graduate on average in **4.8** years

73% of graduates are employed in higher education

2 years faster than the national average

70% of graduates are employed in the SREB region



Mission

The SREB-Doctoral Scholars Program helps postsecondary institutions create an inclusive campus environment by assisting them in diversifying their faculty. The program provides financial support and offers direct services, including academic, personal, career and motivational support for scholars who are engaged in doctoral study. It also brings together recruiters, faculty and scholars for professional development and networking at the annual Institute on Teaching and Mentoring, the largest gathering — over 1,000 attendees — of minority Ph.D. scholars in the nation.

Benefits for States and Institutions Joining the DSP



Cost sharing and savings for institutions



Reduced time to degree



Access to diverse Ph.D. faculty candidates

Toward an Inclusive Future

The Doctoral Scholars Program has served more than 1,400 Ph.D. scholars and has supported over 800 graduates. However, there is still more work to be done. Since 1980, black faculty representation in four-year public institutions has increased only one percentage point. The program seeks to make a significant difference in the proportion of minority faculty in college classrooms in SREB states — and move the needle.