



A 20-Year March Toward the Dream

The Institute on Teaching and Mentoring

Southern
Regional
Education
Board

SREB.org



“We must remember that intelligence is not enough. Intelligence plus character — that is the goal of true education.”

— Dr. Martin Luther King Jr., undergraduate essay in Morehouse College newspaper, 1947

The Compact for Faculty Diversity **INSTITUTE ON TEACHING AND MENTORING** is a national leader in addressing the shortage of minority faculty by providing under-represented minority students with support and encouragement to pursue doctoral degrees so they can become college professors.

The march begins

The march toward the dream actually began 20 years ago, when the Institute was created by a three-region partnership of the New England Board of Higher Education, the Southern Regional Education Board (SREB) and the Western Interstate Commission for Higher Education. With support from the Pew Charitable Trusts and the Ford Foundation, the first Institute was held in Atlanta, Georgia, in 1994. The Institute grew steadily and has become the largest gathering of minority Ph.D. students in the nation by partnering with institutions and other state, federal and philanthropic programs that have similar goals.

This powerful annual conference 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 opportunity. Participants attend a variety of intensive sessions and are able to share experiences in an environment where feelings of alienation and isolation are absent. In conjunction with the Institute, two other conferences are held that address minority academic career development: 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 specific fields of study and have an interest in becoming faculty members. Recruiters from more than 480 institutions have attended in the past two decades and enabled scholars to submit their curriculum vitae for positions.

Future challenges

While the Institute continues to grow, future challenges remain. Although more than one-third of America's college students are people of color, too few minority graduates go on to earn doctorates, and institutional hiring practices and policies do not yet emphasize the shortage of faculty of color.

For 20 years, the Institute has focused on making its dream a reality: that the more than 13,000 participants who have attended the conference are equipped to earn a Ph.D. and enter the professoriate. The Institute aims to build upon its successes and to continue bringing together talented scholars, faculty mentors and university recruiters for years to come.

AN EXCITING FIRST DECADE

The Compact worked hard to establish, host and build the conference — and scholars responded. The rich diversity of students and institutions that participated steadily grew.

1994

Compact for Faculty Diversity formed by SREB, NEBHE and WICHE

The Southern Regional Education Board (SREB) hosts first Institute



THE COMPACT for FACULTY DIVERSITY

1996

Institute is held in a large tent. The weather suddenly hits freezing in Boston. First and last Institute to be outside.

The New England Board of Higher Education (NEBHE) hosts Institute

1998

First undergraduates invited to attend Institute: the U.S. Department of Education's Ronald E. McNair Postbaccalaureate Achievement Program scholars

WICHE hosts Institute

First Institute (Atlanta)

Second Institute (Tucson)

Third Institute (Boston)

Fourth Institute (New Orleans)

Fifth Institute (San Diego)

1995

Attendance reaches over 150 participants

The Western Interstate Commission for Higher Education (WICHE) hosts Institute



1997

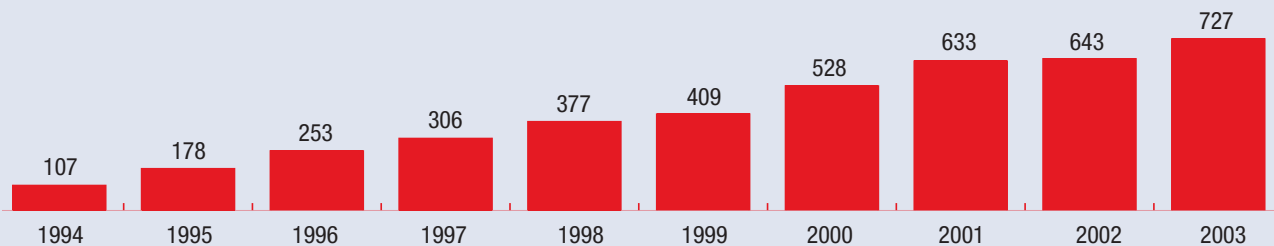
First awards ceremony recognizes scholar graduates, Mentors of the Year and those instrumental in the success of the Compact and Institute

SREB hosts Institute



NUMBER OF SCHOLARS ATTENDING THE INSTITUTE

(first decade)



“... You will make a greater person of yourself, a greater nation of your country and a finer world to live in.”

— MLK Jr., March for Integrated Schools, District of Columbia, April 18, 1959

2000

Compact receives the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring by President Bill Clinton

National Institute of General Medical Sciences/Bridges to the Professoriate scholars and faculty participate in first Institute



2002

Grant received from The Coca-Cola Foundation

Grant received from National Science Foundation Alliances for Graduate Education and the Professoriate (NSF/AGEP) program for scholars and faculty



Sixth Institute
(New Orleans)

Seventh Institute
(Orlando)

Eighth Institute
(Atlanta)

Ninth Institute
(Arlington)

10th Institute
(Miami)

1999

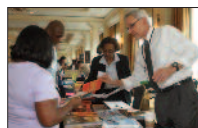
First SREB-State Doctoral Scholars graduate returns to Institute as a faculty mentor

Alfred P. Sloan Minority Ph.D. Program scholars and faculty attend first Institute



2001

First college and university faculty recruiters participate in Institute and first scholars are hired as result of recruiting activities

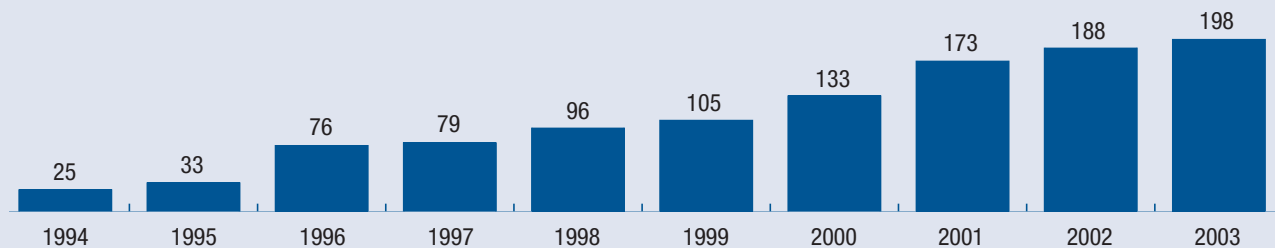


2003

Celebration of the 10th anniversary of the Institute on Teaching and Mentoring

Online Scholar Directory unveiled for faculty recruiting and scholar networking

NUMBER OF INSTITUTIONS REPRESENTED AT THE INSTITUTE
(first decade)



THE MARCH THROUGH A VERY PRODUCTIVE SECOND DECADE

The Institute increased in both attendees and support and achieved many new milestones. Recognizing its success, other organizations and institutions also sought partnerships.

2004

Grant received from National Science Foundation for postdoctoral scholar participants

Doctoral scholars from 47 states, the District of Columbia and Puerto Rico are represented among Institute participants — the highest number of states represented at the Institute thus far

2006

Institute attendance tops 1,000 participants

The National Science Foundation Directorate for Social, Behavioral and Economic Sciences (SBE) first participates in Institute



2008

Sloan Foundation grant supports first biennial Alfred P. Sloan Directors Conference

11th Institute
(Atlanta)

12th Institute
(Arlington)

13th Institute
(Miami)

14th Institute
(Arlington)

15th Institute
(Tampa)



2005

Institute reaches 900 attendee benchmark

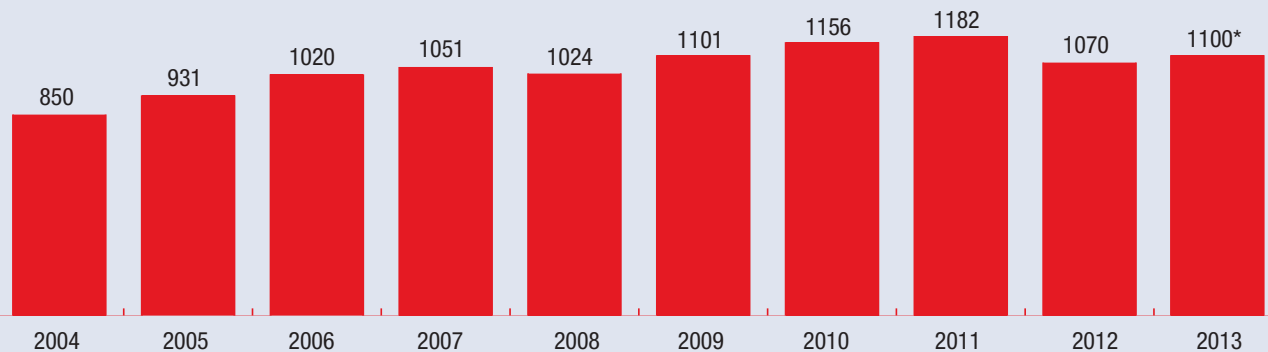


2007

The Institute emphasizes the importance of mentoring by recognizing Mentors of the Year from AGEP, Bridges, Sloan and SREB



NUMBER OF SCHOLARS ATTENDING THE INSTITUTE (second decade)



* projected

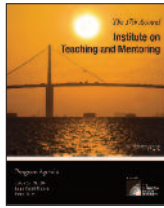
*“Let us realize the arc of the moral universe is long,
but it bends toward justice.”*

— MLK Jr., Address to the Southern Christian Leadership Conference, August 16, 1967

2010

First Junior Faculty Conference held in conjunction with Institute in Tampa

Biennial Alfred P. Sloan Directors Conference held



2012

Telly Award-winning video released to highlight the Institute

Biennial Alfred P. Sloan Directors Conference held



16th Institute (Arlington)

17th Institute (Tampa)

18th Institute (Atlanta)

19th Institute (Tampa)

20th Institute (Arlington)

2009

The first Cyber Café is sponsored by Apple Inc.



2011

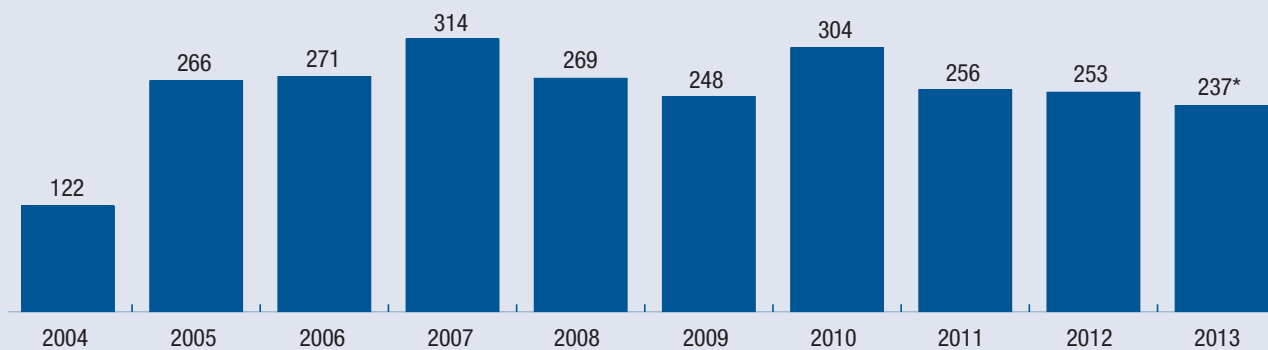
Highest Institute attendance to date with 1,182 attendees



2013

20th Anniversary of the Institute on Teaching and Mentoring coincides with the 50th anniversary of the March on Washington, D.C.

NUMBER OF INSTITUTIONS REPRESENTED AT THE INSTITUTE
(second decade)



* projected

MEET OUR SCHOLARS

Institute attendees like these represent the future faculty who will lead the way. Their achievements are clear evidence of their contributions to the academic, social, cultural and economic welfare of their communities.



DeLeon L. Gray (Ronald E. McNair Program Scholar)

Ph.D., Educational Psychology (2012), The Ohio State University, Columbus

TODAY: Assistant Professor, Educational Psychology, North Carolina State University, Raleigh

Dr. Gray teaches applied quantitative methods in education at the graduate level and educational psychology to undergraduates. He has been a panelist at conferences sponsored by the American Psychological Association Convention in Division 15 and is the Division Program Co-Chair for the APA Division 15 2014 Conference. In his short faculty career, Dr. Gray has received two grants from NC State. In addition to being a mentor to high school and college students, in 2013 he received the Outstanding Dissertation Award in Human Development from the American Educational Research Association (Division E) and the Loadman Outstanding Dissertation Award in Educational Psychology and Philosophy at Ohio State. His research focus is on motivation, social cognition, and identity and peer relations.



Mia Rochelle Lowden (Bridges Scholar)

Ph.D., Biology (2008), University of North Carolina at Chapel Hill

TODAY: Health Specialist, National Heart, Lung, and Blood Institute (NHLBI) Office of Global Health, Bethesda, Maryland

Dr. Lowden is an American Association for the Advancement of Science and Technology Policy Fellow. She has the responsibility of supporting the Office of Global Health to represent the NHLBI to other governments, other federal departments and agencies, international organizations and the private sector on international and health issues. Her dissertation, “Genesis of End-to-End Chromosome Fusion,” is the title of her paperback book. Dr. Lowden has served as a Howard Hughes Medical Institute Science Policy Fellow, a Research Fellow in Metabolism and Endocrinology, a Postdoctoral Fellow in Genetics and Molecular Biology, and a Ruth L. Kirschstein Predoctoral Fellow in Biology. In addition to tutoring middle grades and high school students in math and science, she has participated in many forums on health issues and science.



Erick C. Jones (Sloan Scholar)

Ph.D., Industrial and Manufacturing Systems Engineering (2003), University of Houston, Texas

TODAY: Associate Professor, Industrial and Manufacturing Systems Engineering, University of Texas at Arlington

In addition to his faculty work, Dr. Jones serves as Deputy Director of the SAVANT (Security Advances Via Applied Nanotechnology) Center and Director of the RAIDS Labs. He has received approximately \$4.4 million in research awards and has advised approximately 90 students at the master and Ph.D. levels. His extensive record in speaking at conferences and professional meetings includes more than 20 engagements in Mexico. He is a prolific author, with articles in several refereed journals, book chapters and conference proceedings. Dr. Jones has attended the Institute on Teaching and Mentoring as both a Sloan fellow and a Sloan Director. He holds a license as a Texas Professional Engineer and a license as a Six Sigma Black Belt.



Oliver J. Myers (AGEP Doctoral Scholar; PROMISE)

Ph.D., Mechanical Engineering (2007), University of Maryland, Baltimore County

TODAY: Assistant Professor, Mechanical Engineering, Mississippi State University, Mississippi State

Dr. Myers' specific research interests include composite material, nanotechnology, structures in aircraft, automotive and space crafts. He has served as a visiting scientist in the Munitions Division at Eglin Air Force Base, has conducted training with NASA at the Kennedy Space Flight Center and made presentations at NASA in Huntsville. Dr. Oliver has conducted numerous presentations internationally and serves as a technical expert and peer reviewer for Northrop Grumman Corporation. While still very early in his career, he has received research grants totaling almost \$1 million. In 2012, he was named Minority Access National Role Model and, in 2008-2009, named Black Engineer of the Year/Most Promising Engineer Nominee by Northrop Grumman.



Erika T. Camacho (Sloan Scholar)

Ph.D., Mathematical Models of Retinal Dynamics (2003), Cornell University, Ithaca, New York

TODAY: Dr. Martin Luther King Jr. Visiting Professor, Department of Mathematics, Massachusetts Institute of Technology, Cambridge

Dr. Camacho has received many academic awards and honors, including the Outstanding Mentor Award from Arizona State University Faculty Women's Association, Emerging Scholars of 2010 from *Diverse: Issues in Higher Education* magazine, National Latina Leadership Award from the National Hispanic Women's Corporation, and the New College Outstanding Service Award from Arizona State University. As a principal and co-principal investigator, Dr. Camacho has received more than \$3 million in external grants. She has supervised 35 undergraduate students in research projects and 10 in graduate research.



John-David R. Rocha (AGEP Scholar and Ronald E. McNair Program Scholar)

Ph.D., Chemistry, Rice University (2008), Houston, Texas

TODAY: Assistant Professor, School of Chemistry and Material Science, Rochester Institute of Technology, Rochester, New York

Dr. Rocha's academic path was shaped by his participation in the University of North Texas inaugural Ronald E. McNair Postbaccalaureate Achievement Program. He was first introduced to the TRiO Upward Bound and Upward Bound Math/Science program and worked with them for almost 10 years. His research focuses on nanotechnology, and he is the lead scientist for the Rocha Nanomaterials Spectroscopy Lab at Rochester Institute of Technology. Before coming to RIT, he was a Research Scientist at SouthWest Nano Technologies (SWeNT), where he was Principal Investigator of a \$1.1 million joint collaboration between SWeNT and a major electronics corporation. He is active with the American Association for the Advancement of Science and the Society for the Advancement of Chicano and Native Americans in Science. He also taught high school math, physical science and general chemistry.



Jana Talley (Ronald E. McNair Program Scholar)

Ph.D., Mathematics (2010), University of Oklahoma, Norman

TODAY: Assistant Professor, Jackson State University, Jackson, Mississippi

Dr. Talley is immersed in many aspects of the math discipline and has taught various levels of calculus, analytic geometry, plane trigonometry, college algebra, and mathematics for teachers. She has served as the Math Club adviser and as a member of various committees in the Math Department. She also has presented at many conferences on math topics, especially "Instructor responses to prior knowledge errors in calculus courses." Dr. Talley is a pre-doctoral mentor in the National Alliance for Doctoral Studies in the Mathematical Sciences and has additional teaching experience in math with the University of Oklahoma Graduate College and the Department of Mathematics, Mid-American Christian University and Jackson State University.



Stephanie Y. Evans (Ronald E. McNair Program Scholar)

Ph.D., Afro-American Studies, History and Politics (2003), University of Massachusetts, Amherst
TODAY: Chair, Department of History; and dual Associate Professor, History and African American/Africana Women's Studies, Clark Atlanta University, Atlanta, Georgia

Dr. Evans is the author of three books. Among her many awards, she was nominated as Teacher of the Year at the University of Florida and in 2011 was selected as a Colonel Allan R. and Margaret G. Crow Term Professor at the university. Dr. Evans has served as a book editor and reviewer, been published in many refereed publications and invited to present at many conferences. Her most recent achievement is originating the W.E.B. Du Bois Legacy Project at Clark Atlanta University (CAU). This was a yearlong reading seminar and conference to commemorate the 50th anniversary of the late faculty member, who served at CAU for 23 years. She is proud of the commission of a bronze statue of W.E.B. Du Bois dedicated to the CAU campus as the final part of the project.



Christopher M. Whitt (SREB-State Doctoral Scholar)

Ph.D., Government and Politics (2010), University of Maryland, College Park
TODAY: Assistant Professor, Political Science, Augustana College, Rock Island, Illinois

Dr. Whitt is a co-founder and faculty member in the Africana Studies Program at Augustana College and won national recognition by being named the 2013 Anna Julia Cooper Teacher of the Year by the National Conference of Black Political Scientists. He is a member of the Bi-State Regional Planning Committee and the Leadership Council of The Network (Young Professionals of the Quad Cities); he also appears regularly as a political expert on WHBF-CBS 4 in Illinois. He previously was an instructor at the United States Naval Academy and an Arnold Mitchem Fellow at Marquette University. He serves as adviser to a number of student organizations and works with the administration on issues pertaining to diversity.



Kamau Bobb (SREB-State Doctoral Scholar)

Ph.D., Public Policy (2005), Georgia Institute of Technology, Atlanta
TODAY: Research Scientist for Outreach and Policy Analysis at The Center for Education Integrating Science, Mathematics, and Computing, Georgia Institute of Technology, Atlanta

Dr. Bobb serves as a liaison to the University System of Georgia and is the coordinator of its systemwide STEM Initiative. He also works on developing the Ivan Allen Legacy project, housed in the Ivan Allen College at Georgia Tech. Dr. Bobb has more than 10 years' experience in STEM policy analysis and program implementation. He previously was a science and technology policy analyst at Stanford Research Institute International, where he conducted research on university strategic planning and STEM workforce analysis for clients in the United States and the Middle East. He was awarded a postdoctoral research fellowship with the National Academy of Engineering in the Center for the Advancement of Scholarship in Engineering Education. His research focuses on the social building blocks of scientific and technological innovation.



Natasha Satcher (SREB-State Doctoral Scholar)

Ph.D., Human Performance: Administration and Teaching (2006), University of Southern Mississippi, Hattiesburg
TODAY: Associate Professor, Department of Physical Education and Athletic Training, University of West Alabama, Livingston

Dr. Satcher has been on the faculty at the University of West Alabama since 2006 and in 2013 attained her current rank. In her department, she is responsible for teaching, advising, conducting research and serving on multiple committees. She serves as treasurer of the Black Faculty and Staff Association and as a member of the American Alliance for Health, Physical Education, Recreation and Dance and the Mississippi Alliance for Health, Physical Education, Recreation and Dance. She also serves as a volunteer with Health and Wellness Education, Sumter County Opportunity Inc., Girl Scouts Inc., the American Red Cross and Big Brothers Big Sisters.

20
Thank you for your support.

The Institute on Teaching and Mentoring is sponsored
by participating colleges and universities, state agencies and:

Alfred P. Sloan Foundation Minority Ph.D. Program

American Society for Cell Biology (ASCB)

Federation of American Societies for Experimental Biology (FASEB)

Gates Millennium Scholars

National Institute of General Medical Sciences

National Science Foundation Alliances for Graduate Education and the Professoriate

Ronald E. McNair Postbaccalaureate Achievement Program

Southern Regional Education Board

Western Interstate Commission for Higher Education

On the cover:
Martin Luther King Jr.
Memorial, Washington, D.C.

SREB

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

SREB.org

October 2013 (13E11)