

SREB-STATE DOCTORAL SCHOLARS PROGRAM

BENEFITS FOR SCHOLARS

- **Financial Awards** - Foundation, Institution, and state funds are leveraged to create three to five-year package of support for a scholar to complete their doctorate degree, or a one-year package that assist the scholar in the final year of dissertation work.
- **Regular Contact** - Contact with scholars maintained throughout the year by: direct personal contact, phone, email, listserv, social media, and monthly newsletter.
- **Progress and Grade Report Reviews** - Regular monitoring of scholar grades and academic progress.
- **Counseling/Advocacy** - Counsel and guide scholars through problems related to academics, departmental issues, and life outside of academe.
- **Career Counseling and Placement** - Facilitate scholar employment opportunities through online scholar database (directory), in-house online job board, onsite recruiting at annual meeting, and utilizing established program network.
- **Professional Development** - Provide scholars with the resources (e.g., travel support) to present their research and papers at professional conferences to promote and enhance their skills and knowledge. Topical regular webinars.
- **Annual Institute on Teaching and Mentoring** - Participate in the largest gathering of minority Ph.D. scholars in the nation for professional development, workshops, community building/networking, personalized CV review, and faculty recruiting.
- **Scholar Directory** - All SREB scholars and scholars who attend the Institute are listed in the online Scholar Directory (database). The Directory serves as a networking platform for scholars and recruiting tool for institutions. More than 2,000 minority Ph.D. scholars are listed and more than 100 institutions subscribe for recruiting purposes.
- **Reduce time-to-degree** - Scholars complete their Ph.Ds. on average in 5 years; two years less than the national average.
- **Reduce Cost** - Lower loan and debt load levels.
- **Networking/Community Building** - Provide mechanism and platform on which scholars can identify and build networks and a supportive community environment.
- **Increase Retention/Graduation Rate** - Almost 90 percent of program scholars have graduated or are matriculating toward degree.
- **Increase STEM Graduates** - More than one-third of participants are in STEM fields.
- **Increase Faculty Diversity** - More than 85 percent of program graduates have at some point been employed on a college campus.

- **Safe and Engaging Environment** – Provide a safe environment outside the department/institution to explore and discuss issues that are germane to the success of underrepresented minority Ph.D. populations.
- **Bob Belle Service Grant Awards** – Small competitive grants are awarded to encourage graduates to give back to their communities through projects that support and inspire the next generation of scholars.
- **Professional Memberships** – Through partnership arrangements, program scholars and graduates have access and membership to other professional resources.

BENEFITS FOR INSTITUTIONS/DEPARTMENTS

- **Participation Rebate** – Colleges and universities are rewarded for continuous and increased participation in the program through lower per student costs.
- **Scholar Recruiting Tool** – With almost 30 years of successful experience producing minority Ph.Ds., institutions can use affiliation with the SREB Doctoral Scholars Program to attract and enhance the experience of prospective underrepresented minority doctoral scholars/graduates.
- **Improve Retention and Graduation Rates** – The Doctoral Scholar Program model has a proven track record of success (see description in section above).
- **Reducing per Scholar Costs** – Because program scholars complete their doctoral degrees at a faster rate, institutions save money. For participating SREB States, scholars bring up to three years of stipend support with them.
- **Faculty Recruiting Tool** – Affiliation with the Doctoral Scholars Program and participation in the annual Institute on Teaching and Mentoring affords institutions access to a pool of more than 2,000 highly qualified underrepresented minority doctoral scholars, in all fields of study, from institutions across the nation, who have an expressed interest in pursuing academic careers. Affiliation also provides the opportunity for institutions to build new and different recruiting networks, as well as learn new strategies and practices that improve recruitment and departmental environments.
- **Faculty Mentor Professional Development** – Scholars may invite their faculty mentor to attend the annual Institute on Teaching and Mentoring (at SREB expense) for professional development opportunities.
- **Recognition of Outstanding Faculty Mentors** – Outstanding faculty mentors are nominated by their scholars for their exceptional leadership, support and guidance for the annual Mentor of the Year Award.