

Leveraging Academic Pipeline Programs to Support Your Transition to Becoming Faculty

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Abstract:

Academic pipeline programs can serve to support and enhance diversity efforts that are the result of institutions welcoming vast numbers of underrepresented minority (URM) students entering the academy. URM students are projected to nearly match the number of majority of students on college campuses by 2022 (USDE, 2014). Garrett (2006) reveals that the presence of URM faculty and staff enhances a supportive atmosphere for URM students, especially at predominately white institutions (PWIs). Therefore, institutions around the country are equipping themselves with programs to support all these projections.

This presentation is based on our newly released Lever Press publication titled: Academic Pipeline Project: Diversifying Pathways from the Bachelors to the Professoriate (<https://academicpipelineproject.com/>). The significance of our session is that participants will learn about national academic pipeline programs (i.e. post-doc, faculty professional development) that support underrepresented minority (URM) students in their transition from their doctoral programs to faculty positions. Our book highlights hallmark initiatives and illustrate them in a user-friendly database. We will have an in-depth conversation with conference attendees about our publication that explains best practices of these programs and how to use these initiatives to be successful faculty members. We will preview our interactive GIS mapping system and database of national URM programs, such as the RIT Future Faculty Career Exploration Program, Sisters of the Academy (SOTA); National Center for Faculty Diversity and Development (NCFDD), The University of California (UC) President's Postdoctoral Fellowship program and the Creating Connections Consortium (C3) program to name a few. Our goal is to take a deep dive into leveraging academic pipeline programs, that provide mentorship, networks, to scholarly publishing skills to enhance the academic journey. Although, the book only features 21 URM academic pipeline program, more than 300 are featured in our interactive database, where students can review the benefits of these initiatives. The SREB Doctoral Scholars and Sloan Fellowship programs are both highlighted in the book. Therefore, conference participants are learning about similar initiatives that can lead to pathways into the professoriate and industry.

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