

SREB-STATE DOCTORAL SCHOLARS PROGRAM

In 1990, the question posed to the Southern Regional Education Board's Executive Committee was: "Why are there so few minority faculty members on college campuses in America?" The answer was two-fold: (1) there are not enough minority students seeking Ph.Ds. and (2) there is a lack of focus in effective hiring policies and practices on predominantly white campuses.

SREB states recognized the problem, as well as the national scope of the issue. In response, in 1993 SREB established the SREB-State Doctoral Scholars Program and welcomed its first class of 13 doctoral students. Thirty years, more than 2,050 doctoral scholars and more than 1,225 graduates later, the Doctoral Scholars Program has established an impressive track record and is recognized as a national leader among programs that produce minority Ph.Ds. Program participation has expanded beyond the original 16 SREB states to include individual institutional partners (31) both in and outside the SREB region. As its motto implies, the key to the program's success is a commitment to provide scholars with "more than a check and a handshake." The program provides multiple layers of support including financial support, academic/research funding, professional development funds, career counseling and job postings, scholar counseling and advocacy, regular contact and follow-up, mentoring, online scholar directory for networking and recruiting, support to attend the annual Institute on Teaching and Mentoring, and continued early career support. These program services are designed to help prepare graduates to become successful college and university faculty members.

Program Highlights

- More than 2,050 scholars served; 560 scholars currently matriculating.
- More than 1,225 graduates.
- 126 graduates have earned tenure.
- Nearly 90 percent retention/graduation rate.
- High faculty employment rate
 - 80 percent employed in education
 - 90 percent on campuses as faculty, administrators and postdoctoral researchers;
 - nearly 70 percent employed in SREB states.



- Reduced time-to-degree:
 - scholars entering the program with a bachelor's degree graduate on average in 5.1 years.
 - Scholars entering with a master's degree graduate on average in 4.7 years.
- Strong fields of study:
 - 37 percent in science, technology, engineering and mathematics;
 - 28 percent in social and behavioral sciences;
 - 15 percent in humanities;
 - and 20 percent in other fields of study.
- Online Scholar Directory: database information on almost 2,000 minority Ph.D. scholars available to college and university faculty recruiters.
- Host the annual Institute on Teaching and Mentoring — the nation's largest gathering of minority doctoral scholars who aspire to become faculty members; more than 1,00 registrants in 2022 (in-person).
- Recipient of the 2012 American Society for Public Administration Equal Opportunity Award, 2010 John Hope Franklin Award, and 2000 & 2021 Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring.