

The Doctoral Chat

February 2015

■ Director's Chair



Happy New Year! We sincerely hope that you, all of our scholars, and the rest of our SREB Doctoral Scholars Program family had a safe and refreshing transition into 2015. We wish nothing but success to each and every one of you in this new year.

I want to take the opportunity to recognize all of the recent Ph.D. graduates. Your hard work and perseverance paid off! You did it, and I am proud of each of you. The Doctoral Scholars Program has seen 744 doctoral scholars graduate since the program began in 1993. Congratulations to all of you!

As you move into your careers, please keep in touch and update the DSP Staff on your progress. As you receive promotions, publish research and books, and change the face of the professoriate, keep us informed. We are always looking for opportunities to brag on you; so send us a quick email or call to let us know about your endeavors. And always feel free to just say, "Hi."

Also, do not forget to regularly update your Scholar Directory profile, so institutions can contact and recruit you. We have almost 100 institutions that subscribe to the directory with the sole purpose of recruiting exceptional Ph.Ds. like you. So be sure to keep your contact and employment information

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Pay It Forward Campaign

In early December, many of you received an email informing you of our new campaign to raise money for our Professional Development Fund. This year's campaign is called: "Pay It Forward." This program exists, because our partner funders felt the need to help others. We want to extend to you the opportunity to do the same and give you a chance to give back to your fellow scholars who currently need your help.

We urge program graduates to pledge \$100.00 each year or ask they give whatever they are able.

Please Give Today! To learn more about the Pay It Forward Campaign, and how you can help, click here (<http://www.sreb.org/page/1492/contributions.html>).



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current. You can do this here: <http://dspdirectory.sreb.org>.

DSP is currently accepting applications for the 2015-16 fellowship! Applications are due to our office by March 31, 2015. You are our greatest recruiters, so be sure to share your experiences with our program with others.

I am excited to announce a couple of upcoming developments! First, we want to continue to promote our four new partnerships: Chronicle Vitae, Higher Education Recruitment Consortium (HERC), Inside Higher Ed and the National Center for Faculty Development and Diversity. Find out how these partners can extend your Institute benefits, later in this newsletter.

Also, I will be hosting a webinar for HERC on recruiting minority faculty best practices. Entitled

Minority Faculty Recruiting and Retention: The Good, Bad, and Ugly, the webinar is listed in the SREB happenings section of this newsletter.

We are also continuing to widen our social media presence to discuss diversifying our nation's faculty. We are hosting a Twitter Chat on faculty diversity in higher education. Details on how to participate are covered in the SREB Happenings section of the newsletter.

Have a great semester! I look forward to hearing from you soon and seeing you at the Institute on Teaching and Mentoring in Arlington, Virginia, from October 29-November 1, 2015!



■ Highlights from the 21st Annual Institute

Last year's 21st Institute on Teaching and Mentoring, the largest gathering of minority doctoral graduates in the nation, boasted the largest number of attendees, recruiters and concurrent sessions in its history. Highlights included curriculum vitae review sessions, and sessions that promoted teaching and mentoring.

If you attended last year's Institute, you helped us celebrate two influential partners to the SREB-State Doctoral Scholars Program. This year, the Institute awarded Pearl Pennington, director of the Mississippi Higher Education Opportunity Endowment, with the Extra Mile Award for her decades of service to Mississippi scholars and the SREB-State Doctoral Scholars Program. It also honored the Alfred P. Sloan Foundation for its 15 years of partnership with the SREB-State Doctoral Program. Its contributions to our program and its scholars' participation in the Institute have truly enriched us all.



Extra Mile Award



Institute Graduates



Sloan Special Award



Mentors of the Year

2014 Institute By the Numbers

- 269 institutions
- 45 states (and Puerto Rico)
- 77 graduates recognized
- 75 institutions at recruitment fair
- 200 recruiters
- Gender: male – 40%; female – 60%
- 103 disciplines represented



Attendees at the 2014 Institute on Teaching and Mentoring in Atlanta, Georgia.

Be sure to take a look at the presenter session handouts; they all have some tips and resources that you will find useful in the new year. If you are interested in submitting Institute proposals and requests you can do so here (<http://instituteregistration.sreb.org/SessionProposalsAndRequests/>).

If you were not able to attend last year's Institute, we missed you! Take a look at our social media coverage of the event at Storify. (https://storify.com/MinorityPostdoc/cfd-sreb-institute2014?utm_source=t.co&utm_content=storify-pinback&awesm=sfy.co_bxcW&utm_medium=sfy.co-twitter&utm_campaign=)

Institute graduates were also featured on Inside Higher Ed! Check it Out: Missing Minority Ph.D.s (<https://www.insidehighered.com/news/2014/11/03/study-finds-serious-attrition-issues-black-and-latino-doctoral-students>)



Recruiters at the 2014 Institute.

■ Save the Date

The 2015 Institute on Teaching and Mentoring in Arlington, VA!

This year we will be in Arlington, Virginia at the Marriott Crystal Gateway from October 29- November 1st. All current SREB Doctoral Program scholars are required to attend three Institutes; dissertation scholars are required to attend the year they are funded by us. If you know of any colleagues or classmates that have funding and would benefit from the Institute, contact the SREB DSP office. Visit here (http://www.sreb.org/page/1636/quick_reference_guide.html) for more information about the Institute.



■ The Other 361 Days: New SREB Partnerships!

The Doctoral Scholars Program has entered into four partnerships that are meant to extend the impact of the Institute throughout the year and provide access to additional resources. We are looking to provide motivation, inspiration, professional development, and networking. We would like to introduce you to our new partners, and the valuable resources they provide. We hope these partners will continue to provide you with a program that is “**more than a check and a handshake.**”

Chronicle Vitae

Vitae is the fast-growing community in higher education specifically designed to help graduate students, faculty and administrators achieve success at every stage of their careers. Vitae offers networking and connections, free career management tools, a comprehensive jobs database, and daily advice and news written by scholars.

Here is what a profile with Vitae offers you:

- Connect with colleagues, mentors, and collaborators from more than a 1,000 institutions.
- Build a customizable public profile to showcase your achievements and to stand out from the crowd.
- Search comprehensive job listings, save job searches and receive job alerts.
- Use Vitae’s free dossier service to store your curriculum vitae and professional documents in one place.
- Use Vitae to quickly apply to jobs at hundreds of institutions.
- Receive the *Vitae Advice & News Digest* delivered weekly to your inbox.

Also, be sure to download Vitae’s free guidebook: “*The Quick and Relatively Painless Guide to Your Academic Job Search.*” (<http://results.chronicle.com/jobsearchguide?=VTESREBESREBS2>)

Higher Education Recruitment Consortium (HERC)

The Higher Education Recruitment Consortium is a group of over 600 colleges and universities that seeks to hire the most talented and diverse jobseekers at their campuses.

At any given time, the HERC website (<http://www.hercjobs.org/>) has over 20,000 jobs, including faculty and research positions in all academic disciplines.

HERC offers webinars for jobseekers, (http://www.hercjobs.org/jobseeker_tools/webinars/index.html) a jobseeker blog (http://www.hercjobs.org/jobseeker_tools/jobseeker_blog) with career development advice, and a highly informative daily email brief for jobseekers. (<https://www2.smart-brief.com/signupSystem/subscribe.action?pageSequence=1&briefName=herc&campaign=web-siteRSSwidget>)

■ New SREB Partnerships! (continued)

HERC is also a resource for dual-career couples seeking jobs within a commutable distance. Check out the dual search (<http://main.hercjobs.org/jobs/dualsearch>) if you and your partner are both on the job market.

All of HERC's jobseeker tools are free for scholars and Institute attendees. Create an account (http://www.hercjobs.org/user_survey/index.html) today to stay up-to-date on higher education careers in your field by receiving email alerts and having your resume searchable by recruiters at HERC member campuses.

Inside Higher Education

The Doctoral Scholars Program and *Inside Higher Ed* are bringing scholars and Institute attendees the publication: *The Doctoral Scholar Insider*. Below are the two core purposes of this collaboration:

1. Extend the Institute on Teaching and Mentoring to serve scholars year-round with resources to help them succeed as university faculty, including blog postings and frequent job listings.
2. Connect minority doctoral students and new faculty with relevant professional development — webinars, workshops, articles and job listings — that help them better understand their career options and the academic workplace.

These activities will support the mission of the Doctoral Scholars Program to diversify the professoriate. If you are interested in potentially creating a blog post or if you have any specific questions regarding this resource, send an email to chanell.turner@sreb.org.

National Center for Faculty Development and Diversity

The National Center for Faculty Development and Diversity (NCFDD) is an independent professional development, training and mentoring community of over 71,000 graduate students, post-doctoral fellows and faculty members. They are fully dedicated to supporting academic professionals in making successful transitions throughout their careers. NCFDD offers on campus workshops, professional development training and intensive mentoring programs. To learn more visit www.FacultyDiversity.org.

For those who attended the Institute, NCFDD is offering a free one-year membership to the Center! This includes the weekly Monday Motivator email, access to professional development sessions, multi-week courses, its discussion forum, access to past webinars, access to job openings and resource/contact lists.

Important Things for Current Scholars to Remember

Scholar Responsibilities

- Notify the Doctoral Scholars Program *immediately* regarding any change in contact information, enrollment, employment or academic status. E-mail Tammy Wright at tammy.wright@sreb.org.
- Send in a grade report or dissertation progress report each semester to Tammy Wright.
- Maintain full-time enrollment for ALL semesters while being actively funded.
- Attend the annual Institute on Teaching and Mentoring each fall. If you have any questions, e-mail Chanell Turner at chanell.turner@sreb.org.
- Get your Ph.D. and join the professoriate!

Other Guidelines

- You MUST advise SREB if you are not a full-time student. Also notify SREB if you are doing an audit, independent study or research hours.
- You MUST NOT be employed under any circumstances outside of the department, part time or full time, without notifying SREB. Any employment in the department must be reported and approved.
- You MUST report any additional funds earned while receiving program support, including scholarships, fellowships, assistantships, grants or other monies, regardless of when you receive the funds.

Grades and Dissertation Updates

This is just a reminder that grades are due each term. Only two e-mail requests for grades and dissertation updates will be sent before stipends are withheld.

- Grades should be e-mailed each term.
- Grades should include your term GPA and overall GPA.
- If you take research hours or dissertation hours that are pass/fail, you must send a short narrative.
- Dissertation scholars should submit a short narrative outlining your progress this term and plans for the next term. Any hardships, breakthroughs and presentations that are noteworthy also should be included. Please include your anticipated final defense date in your narrative.

Remember that when you defend your dissertation and the committee signs off, we consider you a program graduate. We understand that sometimes the committee will sign off even with changes to be made, but if you get the signatures, we consider you a completer. Please contact SREB as soon as you defend or have a scheduled date. Contacting us is very important as we track your progress, and it is very exciting for us to see the calendar covered with defense dates.

Remember, Scholars:

Update and keep your online Scholar Directory listing current. To access the Scholar Directory, and other great tools to help you on your journey, go to www.sreb.org and click on the Doctoral Scholars link under "Programs."

Please report all of the above information via e-mail to Tammy Wright, institute coordinator, Scholar Services, at tammy.wright@sreb.org or call her directly at (404) 879-5516.

Important Things for Graduate Scholars to Remember

- Regularly update your Scholar Directory profile. We have over 100 institutions subscribed to this directory that are looking to recruit accomplished scholars for faculty positions. You never know where your next opportunity will arise, so please keep all contact, employment and CV information current and up-to-date. Click on this link to update your information: <http://dspdirectory.sreb.org> if you have forgotten your password, call Chanell Turner at 404-879-5565.
- Use our Job Board to search for faculty and post-doctoral positions by category, state and institution. Begin your job search here: <http://home.sreb.org/dsp/zone/jobs/joblistings.aspx>
- Don't forget to stay in touch and inform us of the exciting things you do after graduation. Email Chanell Turner at chanell.turner@sreb.org with your life and career updates so that we can celebrate you.
- Continue to tell others of your experiences with DSP and encourage your peers to apply.

■ Graduate and Scholar News

Dr. Oscar Holmes IV (SREB-State Doctoral Scholar) Ph.D., Management (2013), The University of Alabama, Tuscaloosa, Alabama Today: Assistant Professor, Management, Rutgers University, Camden, New Jersey

Dr. Kimberly Adams (PA) was promoted to professor for the 2014-2015 academic year at East Stroudsburg University.

Dr. Vetricia Byrd (GA) recently spoke at the XSEDE14 conference in Atlanta, GA about the benefits of data visualization technologies. She recently led a two-day workshop on the topic of broadening female participation in visualization, as well as a coalition to diversify computing at Clemson University.

Dr. Chris Cornelius (NE) is one of four native american academics who received a \$1.5 million National Science Foundation grant to create a program to mentor Native American students in STEM fields. Read more about his influential project here. (<http://news.unl.edu/news-rooms/unltoday/article/cornelius-aids-nsf-program-to-increase-natives-in-stem/>)

Amaris del Carmen Guzman (LA) Ph.D. candidate, was recognized as a University Council for Educational Administration Jackson Scholar. This program helps graduate students of color take advantage of formal networking, mentoring, and professional development opportunities.

Julie Desmangles (SC) Ph.D. candidate was featured in Clemson University's *Newstand* for her admission to our program. She is a graduate assistant with the Leadership, Counselor Education, Human and Organizational Development Faculty at Clemson's Eugene T. Moore School of Education. Take a look at the article here. (<http://newsstand.clemson.edu/mediarelations/clemson-student-admitted-to-program-to-increase-minority-faculty-numbers/>)

Malendie T. Gaines and Marc Stevens Jr. (TN) Ph.D. candidates, were acknowledged by East Tennessee State University on the Tennessee Board of Regents website for their acceptance into the Doctoral Scholars Program. Both are third-year doctoral candidates

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■ Graduate and Scholar News (continued)

in public health, concentrating in epidemiology. We welcome them and all the other new SREB Scholars! Have a look at their journey leading up to their entrance into DSP. (<https://www.tbr.edu/news/on-campus/gaines-stevens-selected-sreb-state-doctoral-scholars-december-22-2014>)

Dr. Sula Hood (IN) just began a tenure-track faculty position at Indiana University-Purdue University Indianapolis as an assistant professor in the Department of Social and Behavioral Sciences.

Dr. Michael Mejia (KY) developed a grant proposal to investigate mental health service consumption, attitudes, preferences and perceived barriers to use Telehealth services among cancer survivors in rural Kentucky. He is now conducting a pilot study and is the principal investigator on the grant.

Dr. Adele Norris (MN) authored and published a fantasy children's book titled, *Jackson Nash: In the Present and Past*, with her son Alonzo Morris.

Dr. Tommy B. Piggee (TN) is currently completing a postdoctoral fellowship with the Quillen College of Medicine at East Tennessee State University. The fellowship is sponsored by Dr. Keith Johnson, courtesy of the DiverseETSU program. This connection was made at the Institute!

Dr. Kent Smith (OH) recently launched an effort at Oklahoma State University to recruit more American Indian high school and college students into medicine and science careers at. This initiative was featured in Diverse Issues in Higher Education. You can view it here. (<http://diverseeducation.com/article/68120/>) Dr. Smith is also leading the Native Explorers program, a project meant to expose American Indian students to hands-on experience in archaeology and paleontology.

Dr. Karsonya Whitehead (MD) received the Letitia Woods Brown Book Award for the Best Edited Book in African-American Women's History from the Association of Black Women Historians for her new book, *Notes from a Colored Girl: The Civil War Diaries of Emilie Frances Davis*. See Dr. Whitehead's summary of the account of Emilie Frances. (<https://www.youtube.com/watch?v=W6r5vHv0I-Y>)

Ani Whitmore (GA) Ph.D. candidate had her Master's thesis published by *Informa Healthcare*. The emphasis is on early augmented language intervention for children with developmental delays and potential secondary motor outcomes.

■ In Memoriam

Mr. Alexander Ojeda (SC), joined the SREB Doctoral Scholars Program in July 2014. He was pursuing his Ph.D. in Clinical Psychology at the University of South Carolina. During his time at USC, Ojeda was a regional coordinator for the Society for Community Research and Action and a research assistant at the university. In October 2014, Ojeda died from complications related to a heart condition at the age of 27. We offer our condolences to his family and acknowledge his aspiring higher education contributions to the psychology community.



■ Scholar Spotlight: Dr. Karsonya Whitehead



Dr. Karsonya (Kaye) Wise Whitehead is assistant professor of Communication and African American Studies at Loyola University, Maryland. She completed her Ph.D. in 2013 at the University of Maryland Baltimore County.

What made you want to pursue a Ph.D.?

After having worked as a documentary filmmaker and television producer for 10 years and as a school teacher for four years, I was finally ready to go back to school and work on my doctoral degree. It was always a long-term goal for me, though I did not know how I was going to accomplish it. I was a wife, a mother of two young boys, and I worked full time outside of the home. I was not sure that I could balance the demands required by each of the areas. I realized after I turned 35 years old that if I did not enter into a Ph.D. program before I turned 40, I might not ever have the chance to do it.

What were some of the challenges you faced while working on your Ph.D.?

During my first year in the doctoral program, I was teaching five classes a day while also working 10 hours a week as a research assistant. I had two boys under seven years old, I was a full time student and was also a wife. The largest problem was trying to find a balance for all the parts of my life. It was probably the most difficult year of my program. I cried all of the time, because I was unable to find a way to catch up. At the same time, I could not conceive of a way to make it easier for myself, because I was unable to give anything up. I was growing so much as a doctoral student that I could not imagine leaving the program, and I needed my job. I was determined to find a way to make it work.

What advice do you have for those who are starting out or who are now in the middle of their doctoral program?

My advice for students who are just entering their doctoral program is to work with their advisors and start to decide what they want to work on while they are in their programs. I always see the dissertation as a stepping stone to lift you up into the field that you will essentially stand on for the next 20 years. Think deeply about the work that you want to do, and then decide whether you can do it for the next 20 years. Consider these questions: Does it hold your interest? Are you excited about the work? Do you feel that you have something to say? Is this your vocation or calling? If you are in the middle, make sure you are on the right track. This is the most exciting time in your life. You have people who are focused on helping you to hone your research; find your voice in the field, and finish your program. Take advantage of it! Find opportunities to publish, co-publish, co-present and attend conferences as much as possible

To hear more about Dr. Whitehead's doctoral experience and her advice for new graduates, visit our main page http://www.sreb.org/page/1074/doctoral_scholars.html.

■ SREB Happenings and Announcements

HERC Webinar

Dr. Abraham will host a webinar with HERC entitled, “Minority Faculty Recruiting and Retention: The Good, Bad, and Ugly.” This webinar will be designed for provosts, higher education human resources professionals, and chief diversity officers in charge of recruiting. Please send Dr. Abraham examples of your experiences, both positive and challenging, with recruiting, first- year orientations and mentoring. It would be helpful for institutions to hear from those affected by their efforts.

Date: March 19, 2015

Time: 1 p.m. EST/10 a.m. PT

Link: <https://attendee.gotowebinar.com/register/8580376900508959490>

SREB Doctoral Scholars Twitter Chat

DSP and its constituents will develop a Twitter chat to bring awareness to focus on a single issue impacting diversity in higher education, particularly those facing Ph.D. students. If you are interested in being a part of this chat, email: chanell.turner@sreb.org



More information will be sent out in the next few weeks.

2015 Regional Advisory Committee Meeting

The DSP Regional Advisory Committee members from SREB states and participating institutions come together each year to discuss many education issues, including policy and funding, how they impact the program. This year’s meeting was held in Atlanta, Georgia on January 29th. This is one of the ways that the program continues to strengthen itself.

■ Stay Connected!

Be sure to like us on Facebook: SREB DSP (<https://www.facebook.com/pages/SREB-State-Doctoral-Scholars-Program/204324396337352?ref=bookmarks>)

and follow us on Twitter: @SREBSchDoc (<https://twitter.com/SREBDocSch>) for program reminders, job postings, career resources, and current articles from some of the most influential organizations in higher education.



SREB

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