The Compact for Faculty Diversity:
A Mission, a Model
## Minorities as Percentage of All Full-Time Faculty

Change is Incremental

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<th>1980</th>
<th>1990</th>
<th>2000</th>
<th>2010</th>
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<tbody>
<tr>
<td>Black</td>
<td>4.3%</td>
<td>4.5%</td>
<td>5.1%</td>
<td>5.5%</td>
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<tr>
<td>Hispanic</td>
<td>1.5%</td>
<td>2.0%</td>
<td>2.9%</td>
<td>3.8%</td>
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<td>American Indian</td>
<td>0.2%</td>
<td>0.3%</td>
<td>0.4%</td>
<td>0.5%</td>
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<td>Total</td>
<td>6.0%</td>
<td>6.8%</td>
<td>8.4%</td>
<td>9.8%</td>
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*Over 50% teach at minority serving institutions (SREB)
*Almost 40% teach at minority serving institutions (Nation)
SREB-State Doctoral Scholars Program

• GOAL
  • Diversify college and university faculty

• OBJECTIVES
  • Increase the number of minority Ph.D.s
  • Provide long term state and university support (Doc., Dis.)
  • Provide comprehensive package of support
  • Enhance professional development (teaching/mentoring/research)
  • Provide advise, counsel, advocacy
  • Collaborate with institution, state, fed., regional & philanthropic org.
  • Identify and disseminate best practices

• MOTTO---- "MORE THAN A CHECK AND A HANDSHAKE"
Program Services

- Multiple layers of support—
  - Long term financial support (Doc., Dis.)
  - Regular contact/follow-up
  - Academic monitoring (enrollment & grades)
  - Professional development (grad sch & career)
  - Advocacy & Counseling
  - Networking/Community Bldg./Partnerships
  - Career counseling
  - Institute on Teaching and Mentoring (preparation for professoriate)
  - Junior Faculty Professional Development Conference
  - Service grants
Program Demographics

- 21st Year
- 1214 Scholars Served (28 states, 91 institutions)
- 352 Matriculating
- 711 Graduates

Fields of study:
- STEM-37%; Bus.-6%; Health Prof.-6%; Soc.&Beh.-28%; Hum.-15%; Edu. 8%
Doctoral Scholars Program Outcomes

- 89% retention/graduation rate
- 80% grads employed in education
  - 92% in higher education
- 67% grads employed in SREB states
- 1+ grads employed in 43 states & 8 foreign countries
- 79 Tenured Grads

- Reduced Time to Degree
  - Doc.: 4.7 years with master’s
  - 5.1 years w/o master’s
- Diss.: 1.8 years

- Institute on Teaching and Mentoring/Junior Faculty Professional Development Conference
- Scholar Directory
- Recognized National Leader
Compact for Faculty Diversity
Institute on Teaching and Mentoring

- 20th year
- National in focus – 47 states & 243 institutions represented
- Partnerships – inst., st., reg., fed., and phil. programs
- More than 1,100 participants
- Largest gathering of minority Ph.D. scholars in the nation who are pursuing academic careers
- Diversity of fields – STEM (57%), Soc./Beh. (17%), Edu. (12%), Hum. (6%), Bus./Man. (4%), Hlth. Prof. (4%)
- More than 100 specific fields of study
- More than 60 sessions
- Host the Junior Faculty Professional Development Conference
- Host Biennial Sloan Directors Conference
Objectives-Scholars

- **Doctoral Study Support** – knowledge and skills to successfully navigate graduate study

- **Teaching & Mentoring** – experts, scholars, mentors share knowledge about academic life (teaching, mentoring, research, and service)

- **Professional Development** – strategies for success as faculty

- **Networking & Community Building** – build a broader community of scholars & faculty from across academic disciplines

- **Faculty Recruiting** – access to qualified URM faculty candidates
Objectives-Faculty

- Develop/improve mentoring skills and strategies
- Ensure departmental environment of support
- Develop/share effective recruiting and retention strategies for minority scholars and faculty
- Sensitize faculty to the issues/concerns of minority scholars
WHY IS THIS IMPORTANT TO ME?
Institute on Teaching and Mentoring

Web Page

http://www.instituteonteachingandmentoring.org/
SREB-State Doctoral Scholars Program
New Jersey Program Statistics as of 04/23/14

Total Scholars Served: 40

Scholarship Type
- Doctoral: 25
- Dissertation: 15

Funding Source
- Full State: 39
- Matching: 0
- Other: 1

Race/Ethnicity
- African American: 23
- Asian American: 2
- Hispanic American: 9
- American Indian/Alaskan Native: 1
- Other: 5

Gender
- Female: 23
- Male: 17

Average Age at Entry: 31

Currently Matriculating: 13
Graduates: 27
Withdrawn: 0

Graduates By Category
- Doctoral Scholars: 14
- Dissertation Scholars: 13

Employed Graduates: 24
- % Employed in Education: 83
- % Employed in Higher Ed: 90

Tenured Graduates: 0

Institutions Attended
- Rutgers University: 22
- Seton Hall University: 7
- New Jersey Institute of Technology: 5
- Drew University: 2
- Fairleigh Dickinson University: 2
- Stevens Institute of Technology: 1
- University of Medicine and Dentistry: 1
27 graduates (14 doctoral scholars, 13 dissertation scholars)
8 percent received a baccalaureate degree from a historically black college or university
70 percent enter the program at a master's degree level or above
Funded time-to-degree from program entrance averaged 2.9 years for dissertation scholars
Funded time-to-degree from program entrance averaged 4.6 years for doctoral scholars
3.8 years average with master's degree; 6.1 years without master's degree
Total time-to-degree averaged 9.7 years for dissertation scholars
Total time-to-degree averaged 9.0 years for doctoral scholars
7.8 years average with master's degree; 8.5 years without master's degree
Average age at graduation was 36.2 years

83 percent of graduates are employed in education
90 percent are in higher education
13 percent of employed graduates are working in SREB states

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