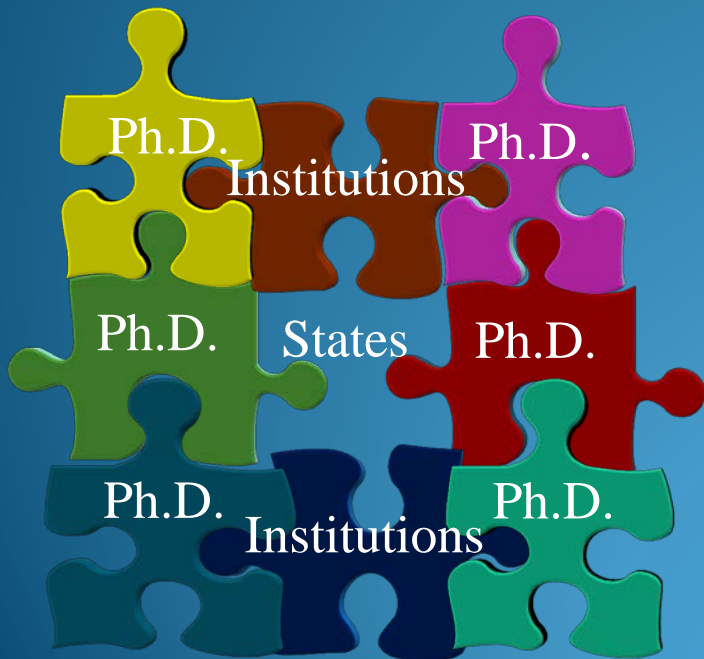


Rutgers University

The Compact for Faculty Diversity: A Mission, a Model



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www.sreb.org/page/1074/doctoral_scholars.html

April 25, 2014

Minorities as Percentage of All Full-Time Faculty Change is Incremental

Four-year Institutions

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
• Black	4.3%	4.5%	5.1%	5.5%
• Hispanic	1.5%	2.0%	2.9%	3.8%
• <u>American Indian</u>	<u>0.2%</u>	<u>0.3%</u>	<u>0.4%</u>	<u>0.5%</u>
• Total	6.0%	6.8%	8.4%	9.8%

*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



**1000 Points of Light
2012 Institute on Teaching and Mentoring**

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

Institute on Teaching and Mentoring

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

Institute on Teaching and Mentoring

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?

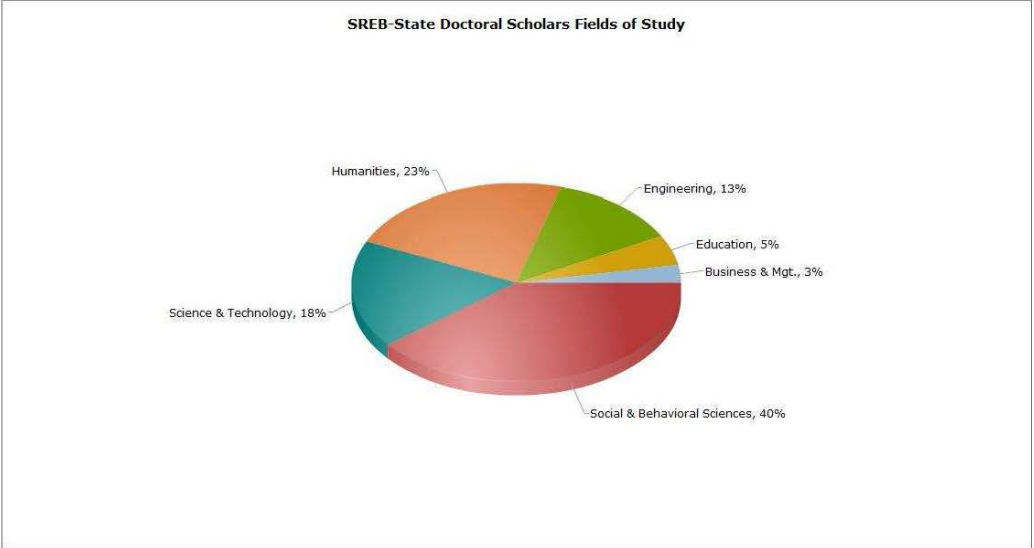
Institute on Teaching and Mentoring

Web Page

<http://www.instituteonteachingandmentoring.org/>

SREB-State Doctoral Scholars Program
New Jersey Program Statistics as of 04/23/14

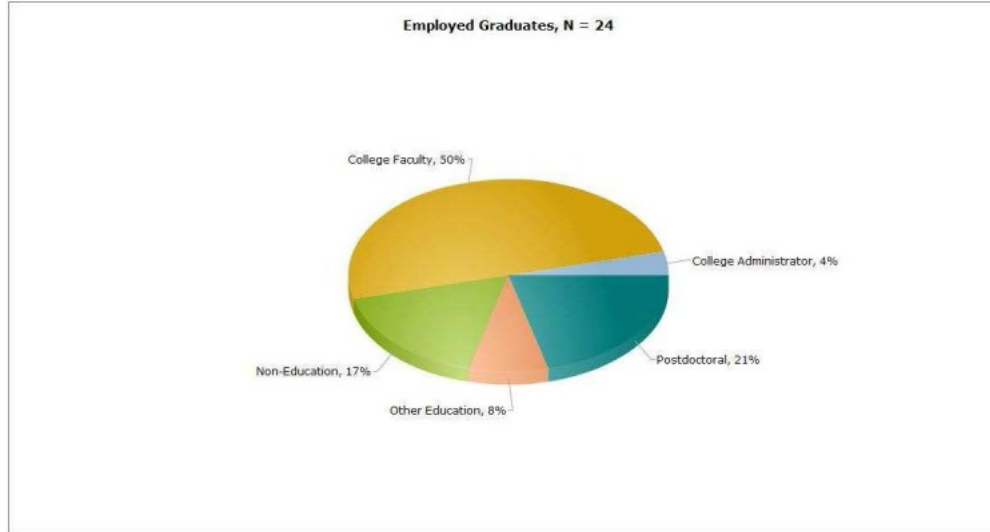
Total Scholars Served	40	Race/Ethnicity	
Scholarship Type		African American	23
Doctoral	25	Asian American	2
Dissertation	15	Hispanic American	9
Funding Source		American Indian/Alaskan Native	1
Full State	39	Other	5
Matching	0	Gender	
Other	1	Female	23
		Male	17
		Average Age at Entry	31



Currently Matriculating	13	Institutions Attended	7
Graduates	27	Institution Name	# Scholars
Withdrawn	0	RUTGERS UNIVERSITY	22
Graduates By Category		SETON HALL UNIVERSITY	7
Doctoral Scholars	14	NEW JERSEY INSTITUTE OF TECHNOLOGY	5
Dissertation Scholars	13	DREW UNIVERSITY	2
Employed Graduates	24	FAIRLEIGH DICKINSON UNIVERSITY	2
% Employed in Education	83	STEVENS INSTITUTE OF TECHNOLOGY	1
% Employed in Higher Ed	90	UNIVERSITY OF MEDICINE AND DENTISTRY	1
Tenured Graduates	0		

SREB-State Doctoral Scholars Program
 New Jersey Regional Graduate Profile as of 04/23/14

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 8.0 years for doctoral scholars
 7.6 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

State Locations of Employed Graduates (N = 24)

AL	1	MA	1	PA	1	WI	1
CT	1	NJ	10	TX	1	International	1
DC	1	NY	5	VA	1		