

SREB

Beyond the Classroom:

Why Faculty Diversity Matters

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Outline

- Faculty Diversity Overview
- Benefits of Faculty Diversity
- Action We Can Take
- SREB Doctoral Scholars Program
- Doctoral Scholars Program at the State Level
- Questions

Increasing Faculty Diversity

More than one-third of America's college students are people of color. But racial and ethnic minorities make up only small fractions of college faculty.

- 5.5% of faculty are African-American while making up 13.6% of the total population
- 4.75% of faculty are Hispanic; 18.9% total population
- 0.3% are Native American; 1.3% total population

The SREB - Doctoral Scholars Program is working to change that.

(NCES, 2020) (U.S. Census, 2021)

Increasing Faculty Diversity

Students do not see themselves reflected in the academic leaders in their classrooms.

- Racial and ethnic diversity has positive effects on the educational outcomes of students.
- Increasing faculty diversity is an important component of building a campus culture where people of color feel comfortable learning, teaching, conducting research and leading

(Hurtado, 2001)

Beyond the Classroom: Economic Effects

Beyond Equity and Inclusion

- State and Regional Return on Investment
 - Reduced time to degree
 - Higher wages over a lifetime
 - Increased spending and tax revenue
- One-third of our citizens are being ignored
 - Not economically viable to dismiss 1/3 of a population
 - Need educated, contributing citizens to stay competitive globally

What We Can Do

- Universities must improve their recruitment of doctoral students as well as faculty from underrepresented groups
 - Reconsider your recruitment strategies
 - Collaborate with programs aimed toward minority scholars
 - What are you doing to retain your scholars and your faculty of color
- States and doctoral campuses must begin working together to address the issue
 - Tackle this issue at multiple levels
 - Invest in your residents
 - Utilize programs like ours that are already successful in doing this work

Doctoral Scholars Program

**Goal: Diversify college
faculty**

**State/Institution
Partnerships &
Support**

Multiple Layers of Support

Motto:

**“More than a check
and a handshake”**

**SREB-State
Doctoral
Scholars
Program**

Outcomes

**Institute on Teaching and
Mentoring
Professional Devel. for Grad.
Sch. & Academe**

Outcomes

**1,954 served / 1,223 grads /
449 matriculating**

37% STEM (+ SBS = 65%)

86% retention/graduation rate

**80% grads employed in ed
90% in higher education**

65% grads employed in SREB states

**1+ grads employed in 43 states + DC,
PR & 17 foreign assignments**

>126 Tenured Grads

Reduced Time to Degree

Doc:

4.7 years with master's

4.6 years w/o master's

Diss:

1.6 years

**Institute on Teaching and Mentoring
(>14,000 served)**

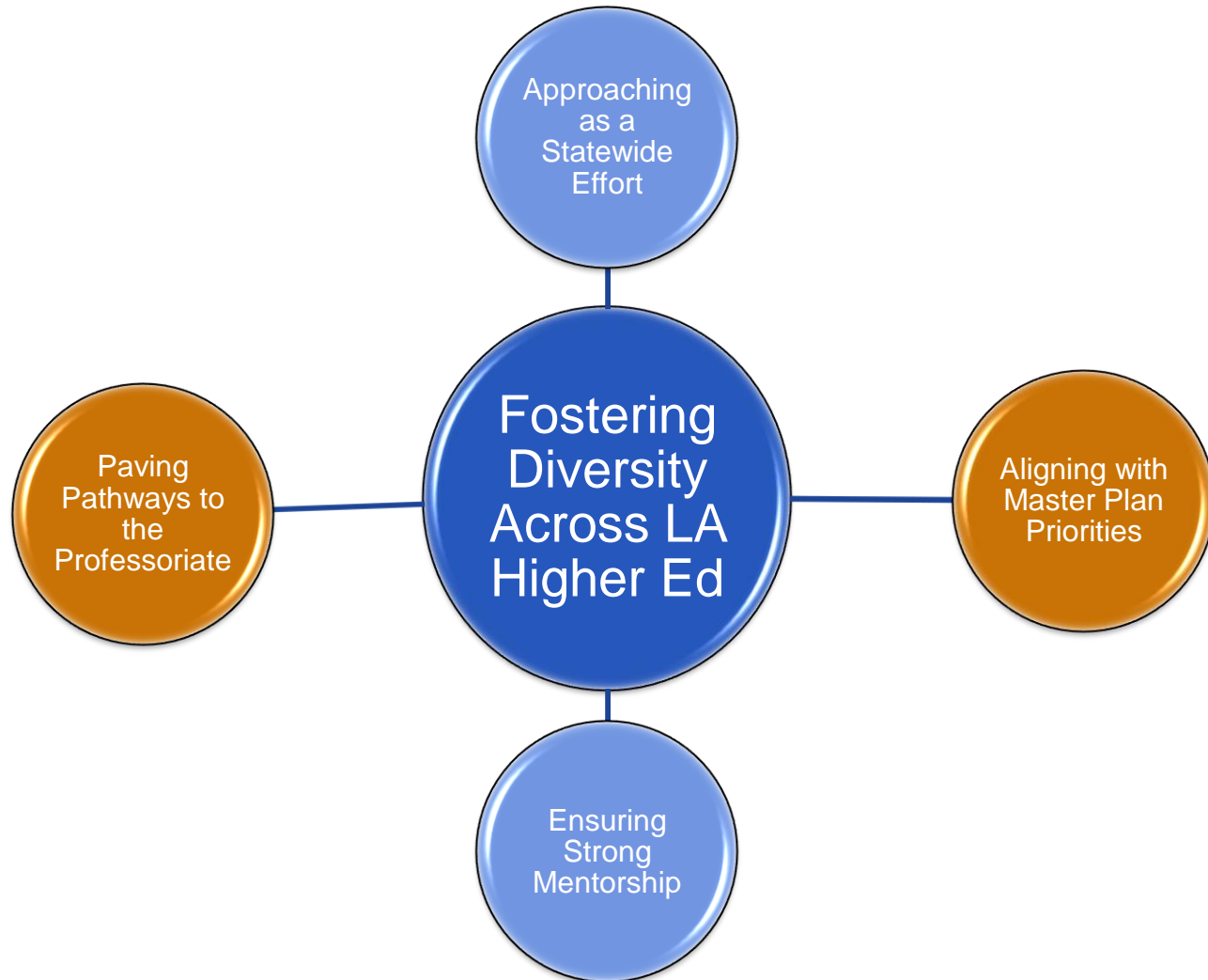
Scholar Directory

Recognized National Leader

**Statistical Profile--real-time data including demographics, enrollment,
graduates, employment, time-to-degree, etc.**

(<https://www.sreb.org/statistical-profiles>)

SREB DSP From a State Perspective: The Louisiana Experience



Questions?

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Citations

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