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
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”

Outcomes

SREB-State Doctoral Scholars Program

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

Fostering Diversity Across LA Higher Ed

- Approaching as a Statewide Effort
- Paving Pathways to the Professoriate
- Aligning with Master Plan Priorities
- Ensuring Strong Mentorship
Questions?

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Citations


