

30<sup>TH</sup>

ANNIVERSARY

# Looking Back, Moving Forward

Southern  
Regional  
Education  
Board

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The Institute on Teaching and Mentoring



## Acknowledging our supporters

The Southern Regional Education Board-State Doctoral Scholars Program hosts the annual Institute on Teaching and Mentoring. Over the past 30 years, the Institute has received support from state agencies, colleges and universities, federal agencies, associations, philanthropic organizations and business communities from across the country. By providing support for the Institute, they have enabled the Institute to strategically pursue the idea of “increasing the pool of minority and underserved Ph.D. scholars who earn the doctoral degree and seek a career in the academy.” It is a direct result of their commitment and support that the Institute is where it is today. SREB expresses its gratitude for those who have helped the Institute on its 30-year journey toward a better prepared and more inclusive workforce that serves the nation.

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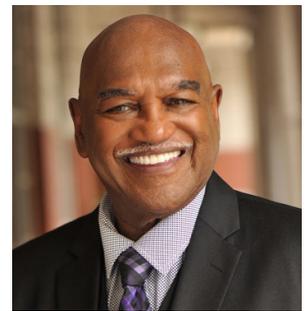
# *Looking Back, Moving Forward*

## Reflections of 30 years on the Institute...the beginning

The Southern Regional Education Board, the New England Board of Higher Education and the Western Interstate Commission for Higher Education began an initiative to increase faculty diversity in U.S. higher education.

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With the leadership of Dr. Ansley Abraham, SREB was preparing to start a regional fellowship program similar to the successful Florida McKnight Doctoral Fellowship Program, started by the late Dr. "Ike" Tribble. As an assistant dean at the University of Central Florida in Orlando and the director of the Office of Minority Student Services, I worked with Dr. Tribble on several initiatives and because of that relationship, I left UCF to join the State Council of Higher Education for Virginia to help implement SREB's program.



Dr. Robert "Bob" Belle has been involved in the Institute since its beginning and reflects on the Institute's 30th anniversary.

We developed and implemented the Compact for Faculty Diversity. In 1993 Dr. Dwayne Matthews, former director of Programs and Services for the Western Interstate Commission for Higher Education, Dr. Abraham and I escorted nine SREB scholars to Tampa, Florida, to attend the McKnight annual meeting. We observed scores of minority Ph.D. scholars, and their confidence was contagious. We envisioned that one day SREB could host a similar event on a national level.

After 30 years, the Institute has become the nation's largest gathering of minority Ph.D. scholars who seek careers as college faculty. The Institute's 30-year attendance exceeds 20,000. I feel privileged to have been only one of two people, Dr. Abraham and I, who have attended all 30 Institutes.

While the Institute has been successful, the challenge to increase the number of underrepresented faculty in colleges and universities still remains. We mark this 30th anniversary, knowing we have many miles to go on this march to faculty diversity.

Dr. Robert "Bob" Belle, Ed.D.  
Senior Consultant and former Associate Director,  
SREB-State Doctoral Scholars Program

## Looking Back . . .

The Institute on Teaching and Mentoring has been described as the largest gathering of historically underrepresented minority Ph.D. scholars in the nation.

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It did not, however, start out that way. The first gathering of scholars was in 1993 in Tampa, Florida, where nine scholars and three staff members met around a table at Florida's McKnight Doctoral Fellowship Program annual meeting. The goal: to envision what an annual meeting of minority scholars might look like. The journey officially began in 1994 in Atlanta, Georgia, with 107 scholars and faculty mentors at the first meeting of the Institute, known then as the Compact for Faculty Diversity.

We are fortunate to be meeting again in Tampa 30 years later. Over these three decades, the Institute reflects a steady growth in participation, averaging more than 1,000 participants per year for the last 17 years.

A study funded by the National Science Foundation in 2018 found more than 85% of respondents who attended the Institute between 2011-16 reported the Institute had been extremely important to their academic and professional success. More than 22,000 scholars and faculty mentors have benefited from Institute offerings.

Strategic long-term partnerships of more than 10 years are fundamental to the Institute's success. Some of these key partners include the Alfred P. Sloan Foundation Ph.D. Program, Gates Millennium Scholars Program, Ronald E. McNair Postbaccalaureate Achievement Program, NASA, National Science Foundation/AGEP and National Institutes of Health/MARC Program.

The Institute is a powerful tool for scholars. More than 50 different workshops and plenary sessions on key issues provide scholars with important insights and practical tips for graduate study and for building successful careers in higher education. The Institute also provides faculty mentors with information, strategies and best practices on how to recruit, retain and mentor students of color. In addition, the Institute matches scholars with potential college and university employers who are looking to diversify their faculty.

I am pleased that the Institute is positioned as a 21st century influencer and I am emboldened by its potential to do even more. Happy 30th anniversary, Institute.

Dr. Ansley A. Abraham, Ph.D.

Director, SREB-State Doctoral Scholars Program



Dr. Ansley Abraham has mentored hundreds of Institute scholars and has been recognized nationally for his efforts. In 2022, he won a Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring.

The Institute is one of the signature conference events sponsored by SREB and we are proud to have served as the administrative host for the Institute since 1994.

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The Southern Regional Education Board sponsors several education initiatives from pre-K through graduate school for the benefits of individuals in the 16-state region, including the State-Doctoral Scholars Program. SREB's State-Doctoral Scholars Program is celebrating the 30th anniversary of the Institute on Teaching and Mentoring through the theme *Looking Back, Moving Forward*.

The Doctoral Scholars Program has a distinctive record of supporting more than 1,250 scholars who have earned a Ph.D. The Institute alone has served more than 22,000 attendees during its 30 years. Thousands of those attendees have earned their doctorates and are now teaching and conducting research on college and university campuses around the world.

I have attended every Institute since my appointment as President of SREB in 2018. I do it, not out of presidential obligation, but because I believe this program is a crown jewel in the SREB crown. I am inspired by the Institute scholars who are engaged in academic majors conducting cutting-edge research and transmitting new knowledge for future generations at our colleges and universities.

The tenacity, vigor, self-discipline and determination exhibited by Institute scholars to pursue a doctorate is impressive. The varied obstacles they have overcome to attain a doctoral degree have been inspiring. My favorite part of the annual Institute is the Friday night graduation ceremony, when we honor the past year's graduates. Excitement and motivation buzz through the air as attendees hear from program participants and graduates.

At the Institute, we have this saying, "Nobody earns a Ph.D. on an island." I would be remiss if I did not mention the critical role mentors and mentorship play in earning the doctorate. Scholars earning their Ph.D. have been supported by faculty advisers and mentors who have demonstrated an unrelenting commitment to the success of their scholars, the next generation of faculty.

I congratulate the Institute for 30 years of supporting scholars on their journey toward earning a Ph.D. and becoming future leaders on campus and in their communities. The importance of this work cannot be overstated.

Dr. Stephen Pruitt, Ph.D., President  
Southern Regional Education Board



Dr. Stephen Pruitt congratulates the Institute for 30 years of supporting scholars on their journey toward earning a Ph.D. and becoming future leaders.

Looking Back . . .

## Building a Foundation

In 1994 SREB formed a three-region partnership with the Western Interstate Commission for Higher Education and the New England Board of Higher Education to create the Compact for Faculty Diversity, now known as the Institute on Teaching and Mentoring. The goal of the four-day annual conference is to give faculty diversity a national spotlight and provide underrepresented minority Ph.D. scholars, with admission to programs of study on their own merits, the strategies to survive the rigors of graduate school so they can earn the doctoral degree and succeed as members of the professoriate.

### In the First Decade of the Institute

- Saw increased attendance from 107 to 734
- Expanded Host Sites in Arizona, California, Florida, Georgia, Louisiana, Massachusetts and Virginia
- Expanded its partnerships with
  - Ronald E. McNair Postbaccalaureate Achievement Program
  - Alfred P. Sloan Minority Ph.D. Program
  - National Institutes of Health
  - National Science Foundation
  - Institution Recruiters



### Dr. Brenda M. Allen

The first graduate of the Doctoral Scholars Program, Dr. Allen was the first woman of color to complete a Ph.D. in her field at Auburn University — and the first to teach there.

1994

Atlanta

First Institute on Teaching and Mentoring held in Atlanta with 107 in attendance

1995

Tucson

WICHE hosted the Institute. First Awards Ceremony recognizing Institute Ph.D. Graduates

1996

Boston

Institute hosted by the New England Board of Higher Education

1997

New Orleans

Debut showing of 90-minute documentary, *Shattering the Silences: Minority Professors Break into The Ivory Tower*

1998

San Diego

First time Ronald E. McNair Postbaccalaureate Achievement Scholars attended the Institute

## Most Popular Sessions in the First Decade

- Developing Your Curriculum Vitae
- Negotiating Your First Faculty Position
- Writing Your Dissertation
- Mentoring Students of Color
- The Road to Tenure and Beyond



The Institute's recruiters make all the difference.



**Dr. Orlando Taylor**

Served as our Plenary speaker at four Institutes in the first 10 years.

**1999**

New Orleans

First time Alfred P. Sloan Minority Ph.D. Program Scholars attended the Institute

**2000**

Orlando

Attendance reached 528, first time scholars from the National Institutes of Health Predoctoral Fellowship Program/ Bridges to the Professoriate Program attended

**2001**

Atlanta

First time institution recruiters attended the Institute

**2002**

Arlington

First time directors of the National Science Foundation Alliances for Graduate Education and the Professoriate Program attended the Institute

**2003**

Miami

First time AGEP scholars attended the Institute

## Looking Back...

# Expanding the Model

The second decade of the Institute saw the inclusion of undergraduate scholars attending the Institute, the first corporate sponsor and an increase in the number of sessions offered at the Institute, including topics on financial investing.

The comments from various faculty and administrators who have attended previous Institutes provide compelling insight as to the value of the Institute.

*"The Institute has proven to be one of the most successful incubators of extraordinarily diverse talent in the world."*

— Dr. Roosevelt Johnson, Ph.D., former Senior Adviser, NASA

*"The Institute helps participants develop the tools for success in teaching in the academy."*

— Dr. Thomas Rochon, Ph.D., Former President, Ithaca College

*"The Institute is a true exemplar of what needs to be done to retain our students and tap this nation's talent."*

— Dr. David M. Shafer, Ph.D. Assistant Dean,  
The Graduate School, North Carolina State University



### Dr. Richard A. Tapia

Engineering Professor  
Rice University  
Former National Science Board Member,  
STEM Champion

Dr. Tapia was one of our first national leaders to speak at the Institute.

## 2004

Atlanta

First time scholars from the NSF Postdoctoral Fellowship Program attended the Institute

## 2005

Arlington

Dr. Richard A. Tapia, Engineering Professor, Rice University, former National Science Board member and champion for minorities in STEM, spoke

## 2006

Miami

First time Institute attendance topped 1,000, Institute honors Dr. Frank Abbott as first Director of the Compact for Faculty Diversity

## 2007

Arlington

First time offering a session at the Institute on financial investing

## 2008

Tampa

First time scholars from the New Jersey Minority Academic Careers Program attended the Institute

## In the Second Decade of the Institute

- Institute attendance topped 1,000 in almost every year of this decade
- Inclusion of Postdoctoral, Junior Faculty and Gates Millennium Scholars
- Apple Inc. becomes the first corporate participant
- These national leaders were plenary speakers at the Institute:
  - Dr. Thelma Thompson, President, University of Maryland Eastern Shore
  - Dr. Richard A. Tapia, Engineering Professor, Rice University, former National Science Board Member, STEM Champion
  - Dr. Sylvester Gates, John S. Toll Professor of Physics, University of Maryland, College Park, Member of President Obama’s Council on Science and Technology



*“Scholars are exposed to a wide variety of professional development workshop sessions.”*

— Sloan Project Director



Institute participants visit the Martin Luther King Jr. Memorial.

**2009**

Arlington

First time Apple Inc. sponsored the Cyber Café at the Institute

**2010**

Tampa

First Junior Faculty Professional Development Conference was held at the Institute

**2011**

Atlanta

Institute honors Dr. Thelma Thompson, former President, University of Maryland Eastern Shore

**2012**

Tampa

Dr. Sylvester Gates, John S. Toll Professor of Physics, University of Maryland, College Park and member of President Obama’s Council on Science and Technology was a featured speaker

**2013**

Arlington

Participants at the Institute visited Dr. Martin Luther King, Jr. Memorial

Looking Back...

## Building for the Future

*"Sometimes going back is the way to move forward."* African Proverb

Increasing the representation of underrepresented minority faculty in the academy was a need in 1993 and still remains in 2023 and beyond. For 30 years, the Institute on Teaching and Mentoring has been recognized as the largest meeting in the nation to address this issue. Since the first meeting in 1994 to the present, the total attendance at the Institute exceeds 22,000.

### In the Third Decade of the Institute

- Celebration of 25 years
- SREB celebrates the 1,000th program graduate
- Attendance increases; Institute tops 1,200
  - Recruiter 250+
  - Sloan Scholars 195
  - SREB Scholars 334
  - NASA Scholars 48
- 2020 Institute cancelled due to COVID-19
- 2021 Institute goes virtual
- 2022 Institute – First in-person Institute since COVID, attendance 958



**Dr. Miranda Hill**

Dr. Hill is the 1,000th graduate of the Doctoral Scholars Program. As a social and behavioral scientist, she is researching HIV prevention and treatment.

**2014**

Atlanta

Participants at the Institute visited the Center for Civil and Human Rights

**2015**

Arlington

Astronaut Charles Bolden, NASA Administrator, was a featured speaker

**2016**

Tampa

First NSF Graduate Research Fellowship Boot Camp was offered at the Institute

**2017**

Atlanta

*Hidden Figures* author Margot Shetterly was the closing speaker

**2018**

Arlington

Celebrating the 25th anniversary of the Institute on Teaching and Mentoring, more than 1,000 expected



*“One main objective of the Institute is to increase the number of scholars that earn the Ph.D. Recognizing and celebrating the hundreds of scholars who attained the Ph.D. provides visible evidence of the success of the Institute.”*

— Recruiter

As the Institute starts its next decade and moves toward the future, it will continue to be true to its original objective. As the Institute moves closer to its goal, the following questions must be considered:

- How should the Institute change to be in position to address increasing faculty diversity in this new and ever-changing environment?
- To meet its goal, should the Institute broaden its scope to include minority Ph.D. scholars who are unsure about seeking a career as faculty in a postsecondary institution?
- To what extent should the Institute modify its format and size as it moves forward?
- What can be done to acquire additional funding to support the Institute goal?

**2019**

**2020**

**2021**

**2022**

**2023**

Atlanta

Cancelled

Virtual

Atlanta

Tampa

Summary of the National Science Foundation-funded evaluation study on the effectiveness of the Institute is published

Institute cancelled due to COVID/Creation of webinar series kicks off with a series on the Fulbright Scholar Award

First time the Institute was held virtually/Institute partners participate in the Future of Faculty Diversity webinar series

Dr. Ansley Abraham wins Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring

Celebrating the 30th anniversary of the Institute on Teaching and Mentoring/Initiation of the Outstanding Institute Alumnus Award

# Thanks to Our Recruiters, Presenters, Graduates and Scholars

The Institute's 30 years of success is a result of the involvement of top professionals representing higher education. The commitment from workshop presenters to attend and support the Institute contributes to the wealth of information scholars receive. The number of institutional representatives serving as recruiters and CV reviewers has been extraordinary. The knowledge and guidance they share with scholars about the opportunities at their institutions has been a major component of the Institute. The graduates that return to the Institute serve as models to the scholars that are still matriculating. Thanks to them, scholars are reminded that their hard work will pay off when they have their doctoral degree in hand.

## Recruiters

In 30 years, the Institute has had around 300 recruiting institutions participating. Nearly 30 institutions have been recruiting for at least 10 years or more.



## Presenters



The Institute has had more than 300 presenters leading sessions, with three-quarters of them leading sessions multiple times.



## Graduates and Scholars

In 30 years, the number of SREB program graduates has reached 1,225 – 706 doctoral scholars and 465 dissertation scholars. Several Institute graduates have come back multiple times as presenters and volunteers.



## ... Moving Forward

When students see faculty who come from similar backgrounds, they are more likely to succeed and thrive outside the classroom.

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I am in awe of, and inspired by, all the Institute on Teaching and Mentoring has accomplished in 30 years. If we've learned nothing else in the past 30 years, we've learned that having a variety of different perspectives in the classroom and academia is more important than ever before. When students see faculty who come from similar backgrounds, they are more likely to succeed and thrive outside the classroom.

Imagine with me, briefly, what can be accomplished between now and the next 30 years. We already know that we must continue to produce, support and encourage Ph.D. scholars of diverse backgrounds who can make strides in building a more equitable and advanced workforce. But what does that look like from a programmatic perspective? Program expansion? Adding other fields of industry to the proverbial equation?

Why not all of the above? And why stop there? The SREB-State Doctoral Scholars program has been incredibly impactful for scholars and institutions across the United States. There is no reason to believe as we begin the next 30 years, the Institute cannot be equally — if not more — impactful and influential in helping future generations of diverse faculty and workforce.

One of the clear paths to expansion is a larger, more comprehensive approach to our cornerstone event, the Institute on Teaching and Mentoring. In the next five years we want and need to expand our attendance to 2,500 scholars who gather annually. In 30 years, who knows? What I, and other scholars do know, is that this event has been positively life altering for so many people over the years. For our institutions, our region and nation, to succeed and thrive going forward, we will need the full participation from every demographic background, especially underrepresented minorities.

We believe now more than ever, the importance and significance of people being able to see themselves and be presented with equitable opportunities to participate in all facets of the nation's educational, economic, political and social fabrics. Staying the course and expanding our reach will only help get us there faster.

And to this I say, onward!

Tiffany K. Harrison, Program Specialist  
SREB-State Doctoral Scholars Program



**Tiffany K. Harrison** is a program specialist with the SREB-State Doctoral Scholars Program and is pursuing a doctoral degree in education management.

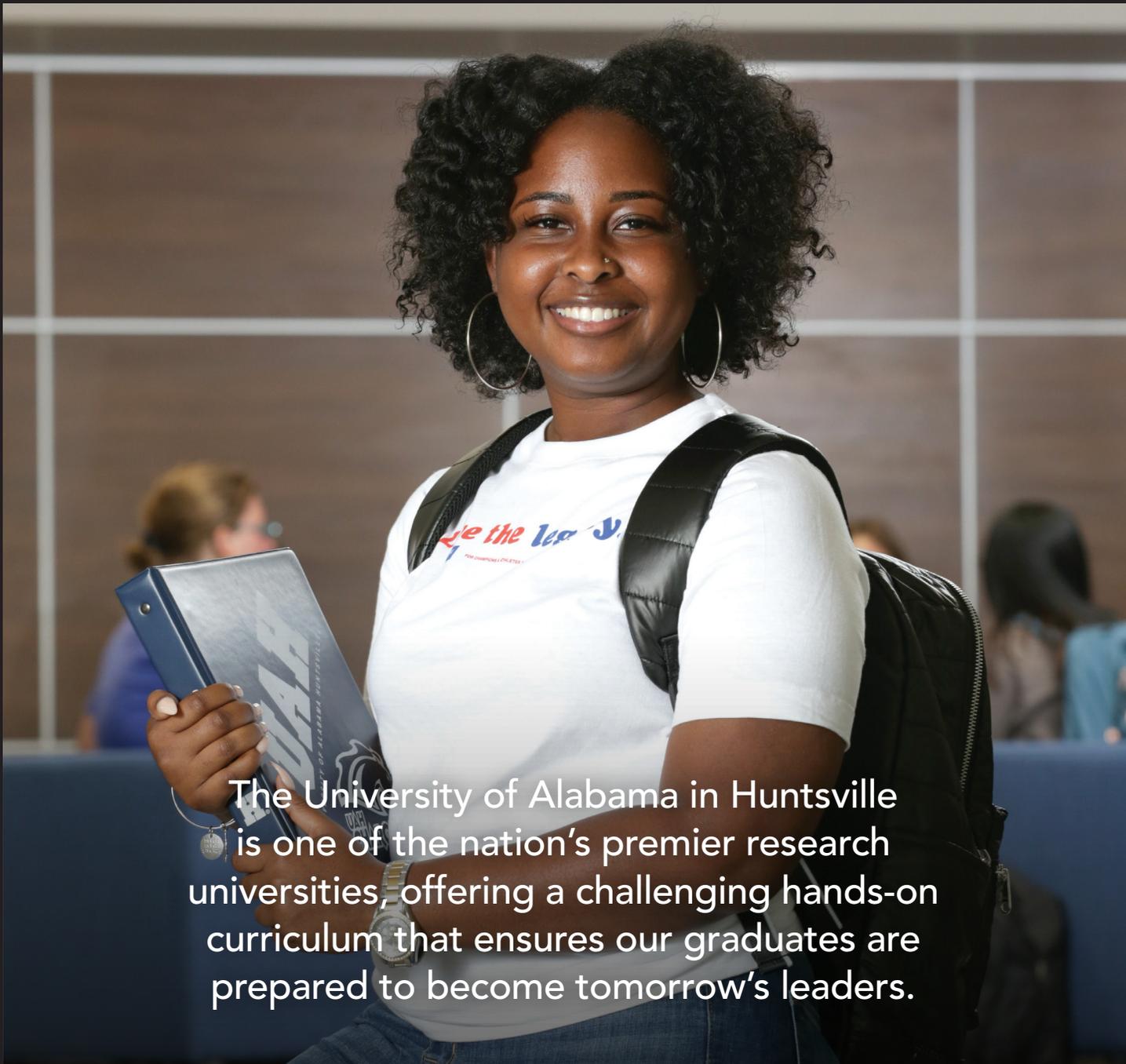
# SREB

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