Florida Education Fund
McKnight Doctoral Fellowship Program

Best Practices for Recruiting and Retaining URM Graduate Students: The McKnight Model

Conference of Southern Graduate Schools
Why Diversity is Important in Graduate School

• “At the Graduate School, we believe that demographic and intellectual diversity drives innovative research and discovery, it expands our capacity for teaching and learning, and it equips us for lives of leadership in an increasingly pluralistic society.”

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Outline of Presentation

• Data analysis and participation rates affecting diversity

• Assumptions about graduation school success

• The McKnight Model

• Conclusions

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National Trends in Ph.D.s Granted to African American, Hispanic and Other U.S. Citizens

Source: Survey of Earned Doctorates in the United States 2018 Report
Percentage of Florida Doctoral Degrees Granted in 2017

- African American: 2369, 83%
- Hispanic: 245, 9%
- Other: 220, 8%
National Trends in Ph.D.s Granted to African American and Hispanic U.S. Citizens

Source: Survey of Earned Doctorates in the United States 2018 Report
Percentage of U.S. Tenured Faculty in 2017

- African American: 11%
- Hispanic: 4%
- Other: 3%
- Asian: 81%

Source: 1.5 million faculty in degree granting institutions; National Center for Education Statistics 2017 Report
Percentage of U.S. Full Professor Faculty by Ethnicity in 2017

- African American Males: 27%
- Hispanic Males: 8%
- White Males: 3%
- Asian/PI Males: 1%
- African American Females: 2%
- Hispanic Females: 2%
- White Females: 2%
- Asian/PI Females: 2%
- Other: 1%

Source: National Center for Education Statistics 2017 Report
Percentage of U.S. Associate Professor Faculty by Ethnicity in 2017

- African American Males: 2%
- African American Females: 3%
- Hispanic Males: 3%
- Hispanic Females: 3%
- White Males: 5%
- White Females: 1%
- Asian/PI Males: 3%
- Asian/PI Females: 3%
- Other: 7%

Source: National Center for Education Statistics 2017 Report
Percentage of U.S. Assistant Professor Faculty by Ethnicity in 2017

- African American Males: 34%
- African American Females: 3%
- Hispanic Males: 7%
- Hispanic Females: 4%
- White Males: 6%
- White Females: 3%
- Asian/PI Males: 1%
- Asian/PI Females: 1%
- Other: 3%

Source: National Center for Education Statistics 2017 Report
Percentage of U.S. Instructor Faculty by Ethnicity in 2017

- African American Males: 43%
- African American Females: 3%
- Hispanic Males: 5%
- Hispanic Females: 4%
- White Males: 1%
- White Females: 4%
- Asian/PI Males: 4%
- Asian/PI Females: 3%
- Other: 1%

Source: National Center for Education Statistics 2017 Report
Percentage of U.S. Lecturer Faculty by Ethnicity in 2017

Source: National Center for Education Statistics 2017 Report
Key Insights from the Data

• The American faculty has evolved from a largely white male enclave to an increasingly diverse workforce, but the actual number of underrepresented minorities in tenure and tenure-track positions remains small.

• Women have been doing relatively better than men over the past two decades in securing full-time, tenure-track positions, but substantial portion of the infusion has been in part-time and nontenure-track appointments.
Basics Requirements for Succeeding in Graduate School

- Must have most fundamental skills and knowledge
- Must have competent mentors and advisors at the beginning and throughout program
- Must develop strategic plan for navigating the PhD process
- Must know career paths you wish to utilize your PhD for upon degree completion
- Must have opportunity to collaborate and interact with other scientists
- Must manage conflict
- Must not work in isolation but have ability to work independently and without constant oversight
- Must possess the ability to persevere
- Must understand the source of your strengths and weaknesses
- Must understand your university’s and department’s cultures
- Must take responsibility for personal growth and development
- Must have LOTS of money

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The McKnight Fellowships:
Doctoral, Dissertation Year & Junior Faculty

Stipends, Tuition, and Fees:
• Fellowship pays (for up to 5 years):
  – a $12,000 annual stipend and up to $5,000 for annual tuition and fees
• First three years:
  – FEF pays all stipends while participating universities pay stipends during the fourth and fifth years

Dissertation and Conference Research and Travel Grants:
• To promote professional development and Ph.D. program completion, the FEF, at its discretion, awards grants to help defray the cost of:
  – writing a dissertation
  – presenting articles or papers at professional conferences
  – participating in short term special training programs or institutes
  – collecting certain types of data

FEF Conferences, Workshops, and Institutes:
• To promote professional development and Ph.D. program completion, the FEF pays:
  – all travel, lodging and meals associated with Fellows’ participation in meetings presented by the FEF

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Effective Transitional Processes for McKnight Fellows

• **TRANSITION PHASE I:** First year of doctoral study
  – Should encompass programs designed to help students transition from undergraduate mindset to a mature, independent, self-reliant and creative thinker

• **TRANSITION PHASE II:** Preparation for comprehensive exams
  – Should encompass initiatives to fully immerse students in professional development with a view toward their long range goals.

• **TRANSITION PHASE III:** ABD
  – Should encompass supports that help students learn to be productive in an unstructured environment

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Doctoral Fellowship Program

Financial Support
- Tuition & Fees
- Monthly Stipend
- Research Support

Academic Support
- Developmental Conferences
- Summer Institute
- Journal Publication
- Online Writing Workshops & Editorial Assistance

Mentoring
- University Liaisons
- University Professors
- Fellowship Graduates
Developing Presentation Skills

- Enhances Verbal Presentation Skills
- Helps with Organization of Powerpoints and Audio-Visuals
- Provides Experience Responding to Public Critique
- Helps Develop Job Interview Skills
- Enhances Ability to Write & Present Lectures

Other Benefits

- Job Placement Opportunities
- Experience Organizing Conferences
- Professional Interaction
- Networking
- Collaboration

Facilitates Writing Conference Papers

- Enhances Writing Skills
- Enhances Research by Sharpening Focus
- Helps Develop New Ideas & Sharpen Research Attributes
- Facilitates Comp. Exam Prep. and Dissertation Writing
- Fosters Completion of Projects for Publication

Mid-Year Research & Writing Conference

- Facilitates Writing Conference Papers
- Developing Presentation Skills
- Other Benefits

Enhances Writing Skills
Enhances Research by Sharpening Focus
Helps Develop New Ideas & Sharpen Research Attributes
Facilitates Comp. Exam Prep. and Dissertation Writing
Fosters Completion of Projects for Publication

Helps with Organization of Powerpoints and Audio-Visuals
Provides Experience Responding to Public Critique
Helps Develop Job Interview Skills
Enhances Ability to Write & Present Lectures

Networking
Collaboration
Summer Research & Writing Institute

Publication
- Journal Articles
- Book Chapters
- Book Reviews
- Manuscripts

Writing & Research Skill Development
- Social Sciences & Humanities
- STEM
- Commercial Presses
- University Presses

Dissertation Writing
- Proposal/Prospectus Writing
- Training/Insights for Dissertation/Proposal Defense

Grant Proposal Writing
- Corporate
- Government
- Not for Profit Organizations

Other Benefits
- Networking
- Collaboration

Manuscripts

Networking

Collaboration
Writing Workshops & Guidance

**Legend**
- **FEFaccess** - Online Workshop
- **Live Workshop** - Live Workshop

**Key**
- **AFM** – Annual Fellows Meeting
- **MYM** – Mid-Year Research & Writing Conference
- **NFO** – New Fellows’ Orientation
- **SRWI** – Summer Research & Writing Institute

*Event Dates:*
- **AFM** October to November
- **MYM** Late February
- **SRWI** Late July
- **NFO** Late June
- **FEFaccess** January
- **FEFaccess** March to April
- **FEFaccess** May to June
- **FEFaccess** August to September
- **FEFaccess** July
- **FEFaccess** November
- **Individual Consultations** (All year)
Having a live instructor who was genuinely interested in teaching us the necessary skills and being able to interact in the classroom with the instructor and other students.

“What was most valuable to you about this workshop?”
Getting feedback from the professor and my peers. It helped me recognize weaknesses in my work and identify what readers were actually understanding and not understanding from my writing.

Dr. Vernetta K. Williams

“What was most valuable to you about this workshop?”
I ALWAYS learn something new in these workshops...I also hear from my professors that they are impressed with my writing.
"What was most valuable to you about this workshop?"

It provided a space where we can ask questions and not worry about the professor making us feel stupid. McKnight is a SAFE place for us to learn and grow and develop into the great scholars we have the potential to become.

Dr. Vernetta K. Williams
## MDF Program
### Participating Universities, 1984-Present

<table>
<thead>
<tr>
<th>Public &amp; Private Universities</th>
<th>Number of Fellowships Awarded to Date</th>
<th>Number of Graduates to Date</th>
<th>Number of Matriculating Fellows</th>
<th>Current Retention Rate *</th>
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<td>Barry University</td>
<td>6</td>
<td>5</td>
<td>0</td>
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<tr>
<td>Florida A&amp;M University</td>
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<td>54</td>
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<td>0</td>
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<td>68</td>
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<td>156</td>
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<tr>
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<td>72</td>
<td>34</td>
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<tr>
<td>University of South Florida</td>
<td>203</td>
<td>143</td>
<td>47</td>
<td>94%</td>
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<td><strong>TOTALS:</strong></td>
<td><strong>1350</strong></td>
<td><strong>753</strong></td>
<td><strong>447</strong></td>
<td><strong>89%</strong></td>
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</table>
Percentage of McKnight Graduates by Discipline

- Business...69
- Education...48
- Humanities...69
- Social Sciences...199
- STEM-Engineering/Computer Science...137
- STEM-Mathematics/Statistics...16
- STEM-Health/Life/Physical Science...215

Total: 753 McKnight Graduates

*Percentages rounded
Conclusion:
A Picture of Diversity
Florida Education Fund
McKnight Doctoral Fellowship Program

Conference of Southern Graduate Schools

March 5-7, 2020