



F.E.F.

**Florida Education Fund
McKnight Doctoral Fellowship
Program**

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

**Conference of Southern
Graduate Schools**

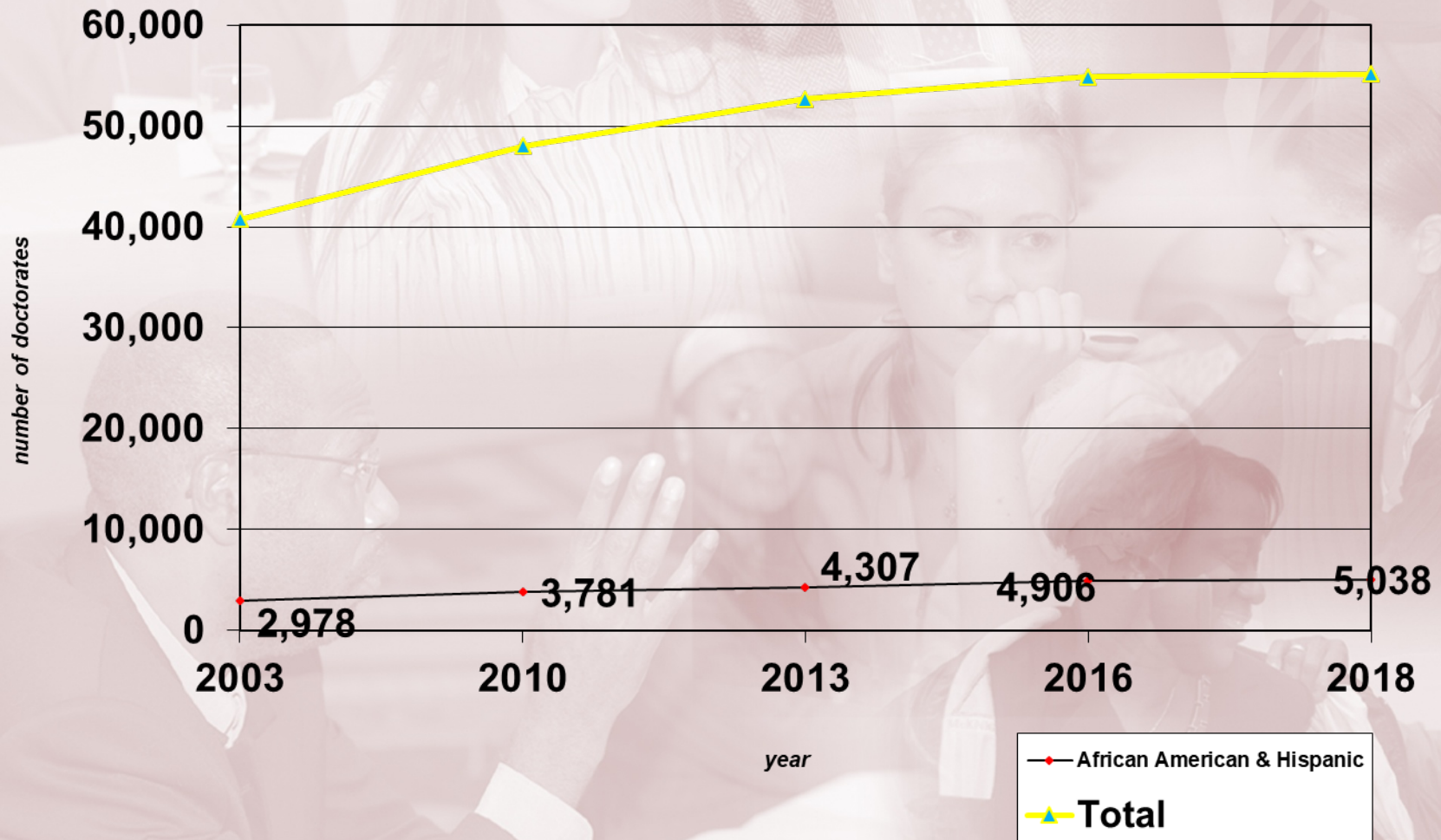
Why Diversity is Important in Graduate School

- “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.”

Outline of Presentation

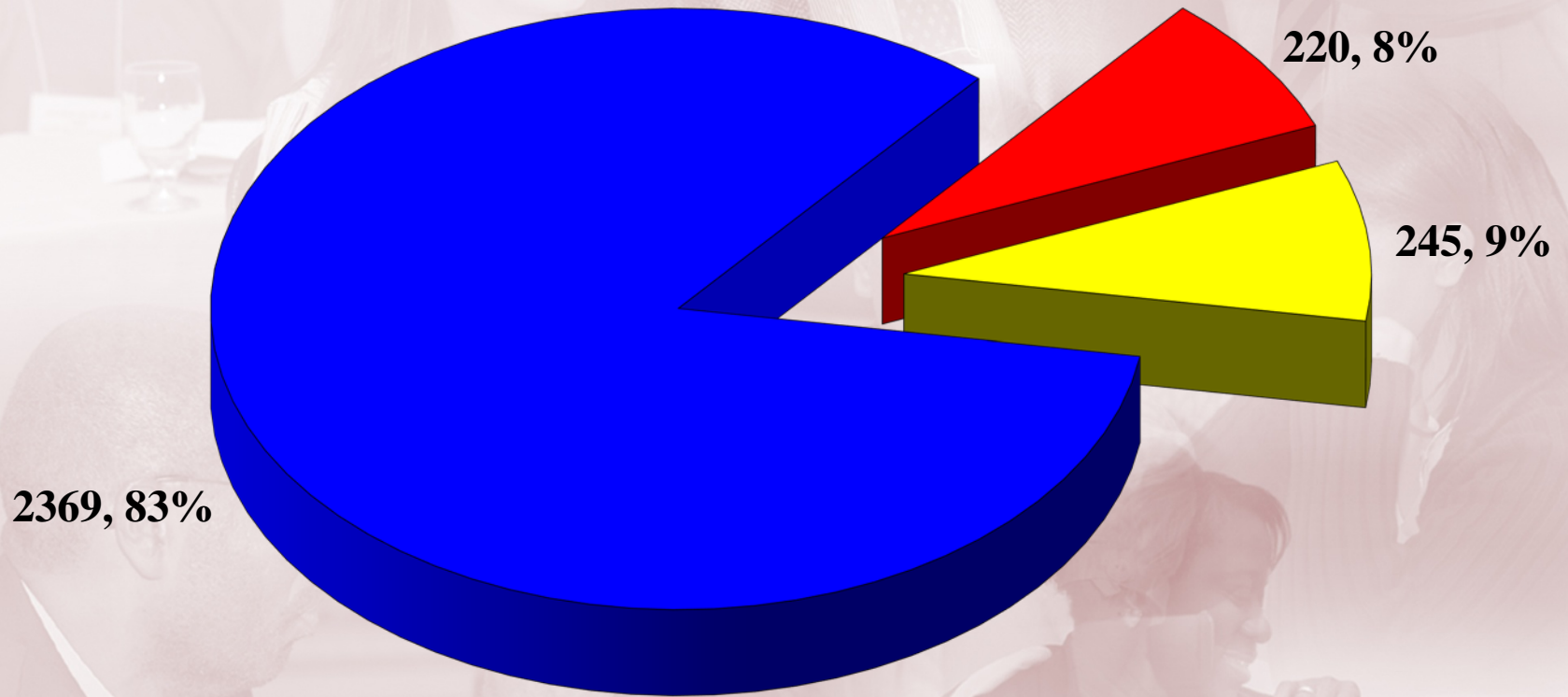
- Data analysis and participation rates affecting diversity
- Assumptions about graduation school success
- The McKnight Model
- Conclusions

★ 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

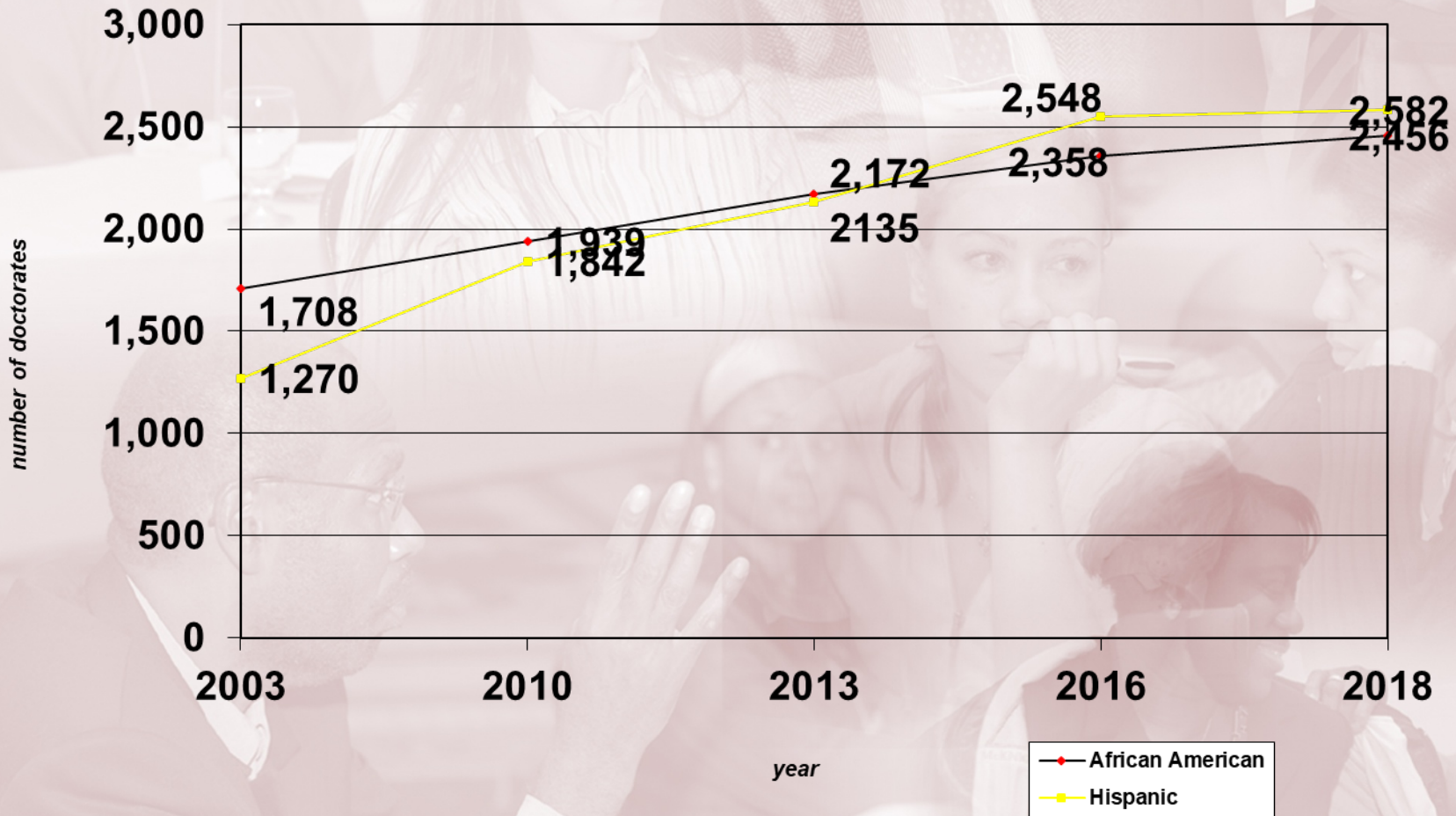


■ African American

■ Hispanic

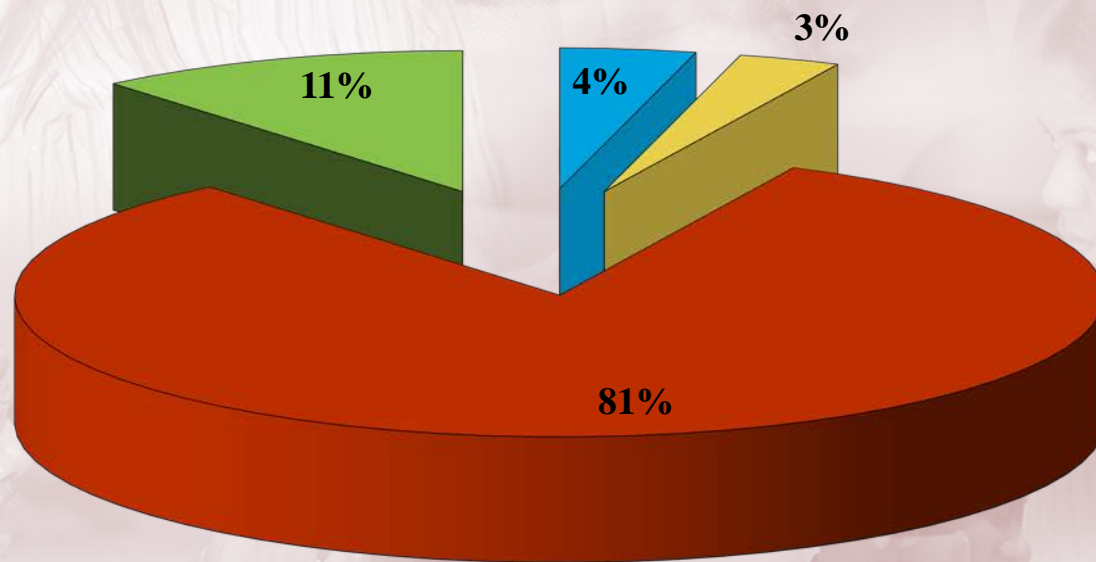
■ Other

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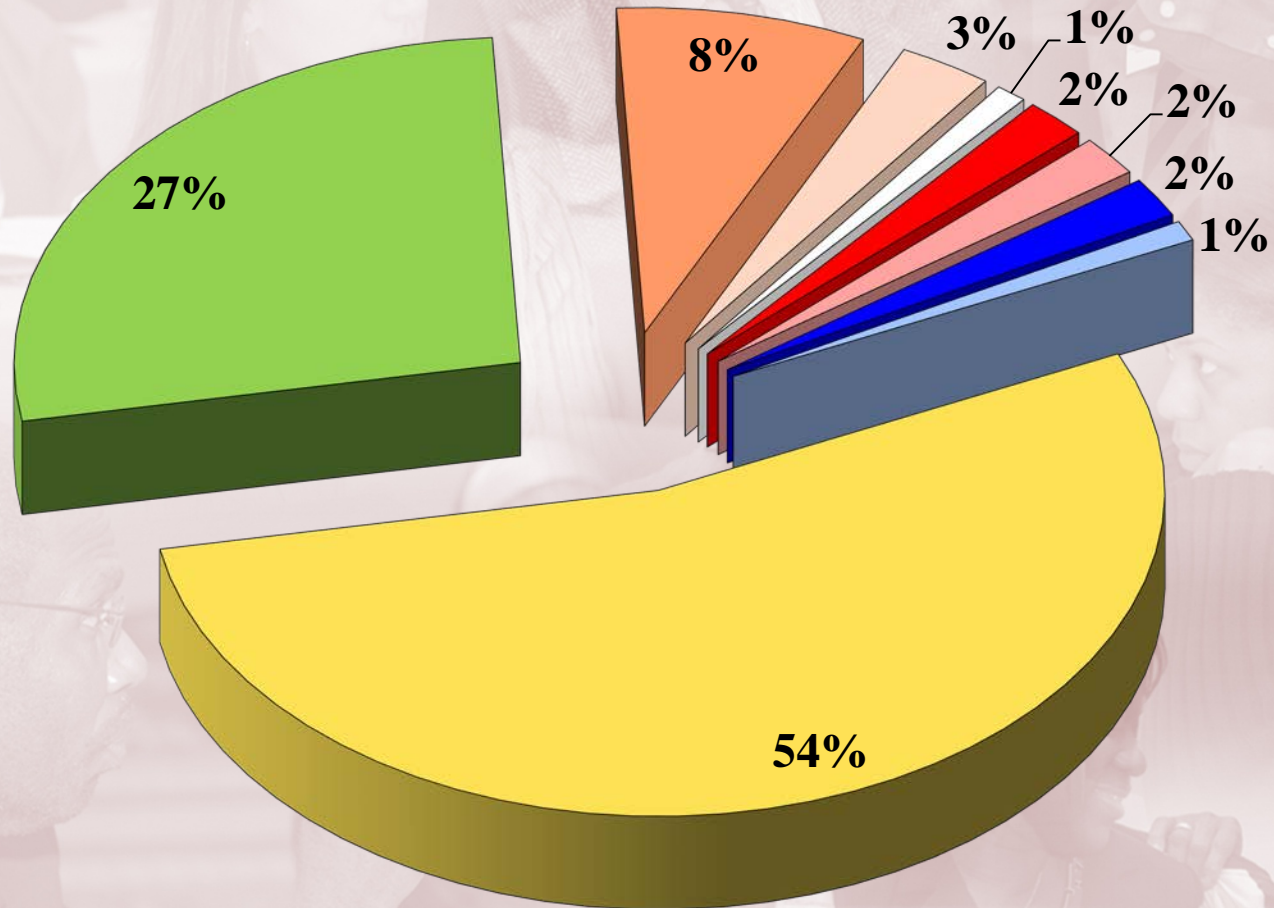
★ Percentage of U.S. Tenured Faculty in 2017



■ African American ■ Hispanic ■ Other ■ Asian

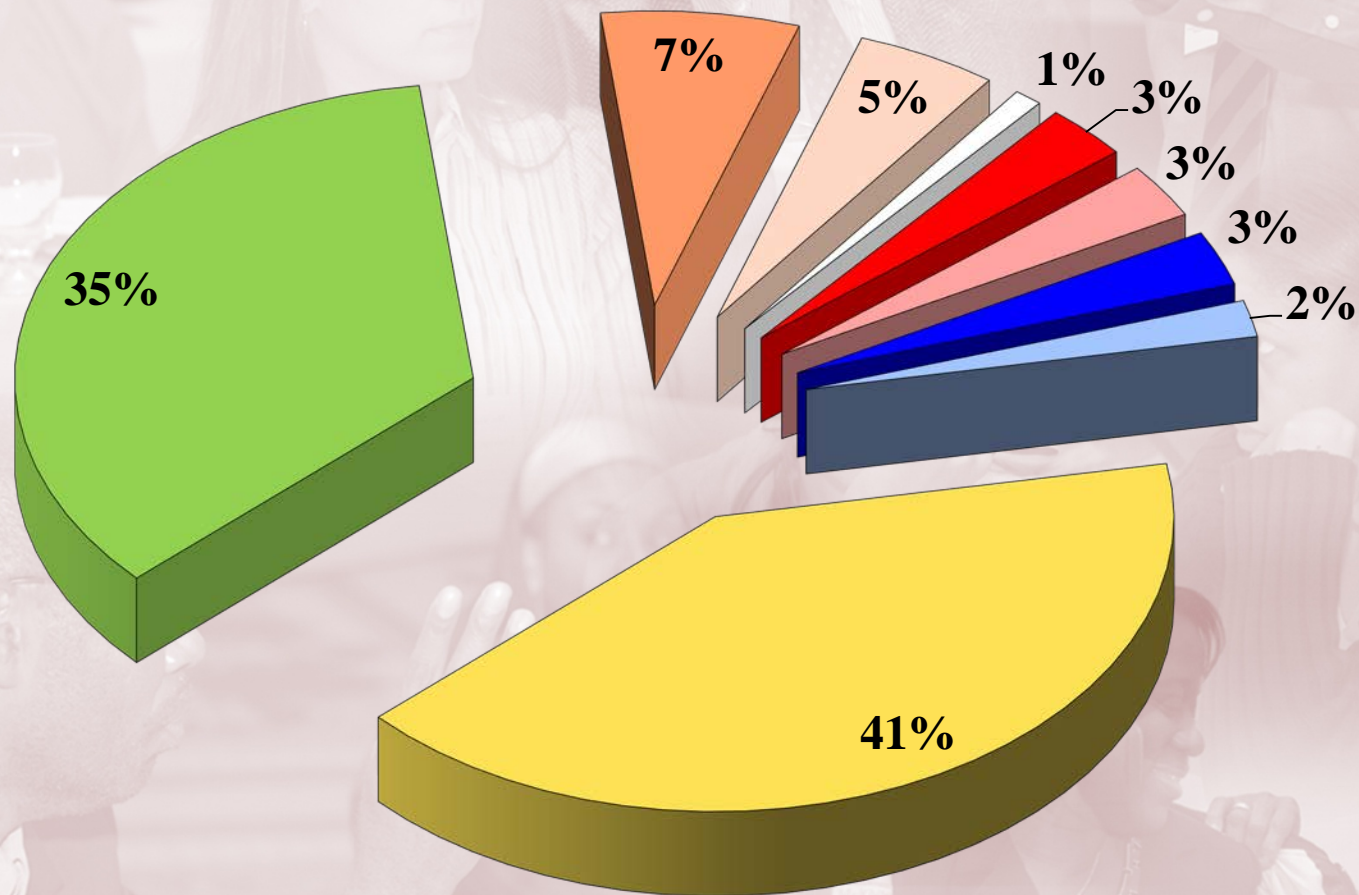
Source: 1.5 million faculty in degree granting institutions; National Center for Education Statistics 2017 Report

★ Percentage of U.S. Full Professor Faculty by Ethnicity in 2017



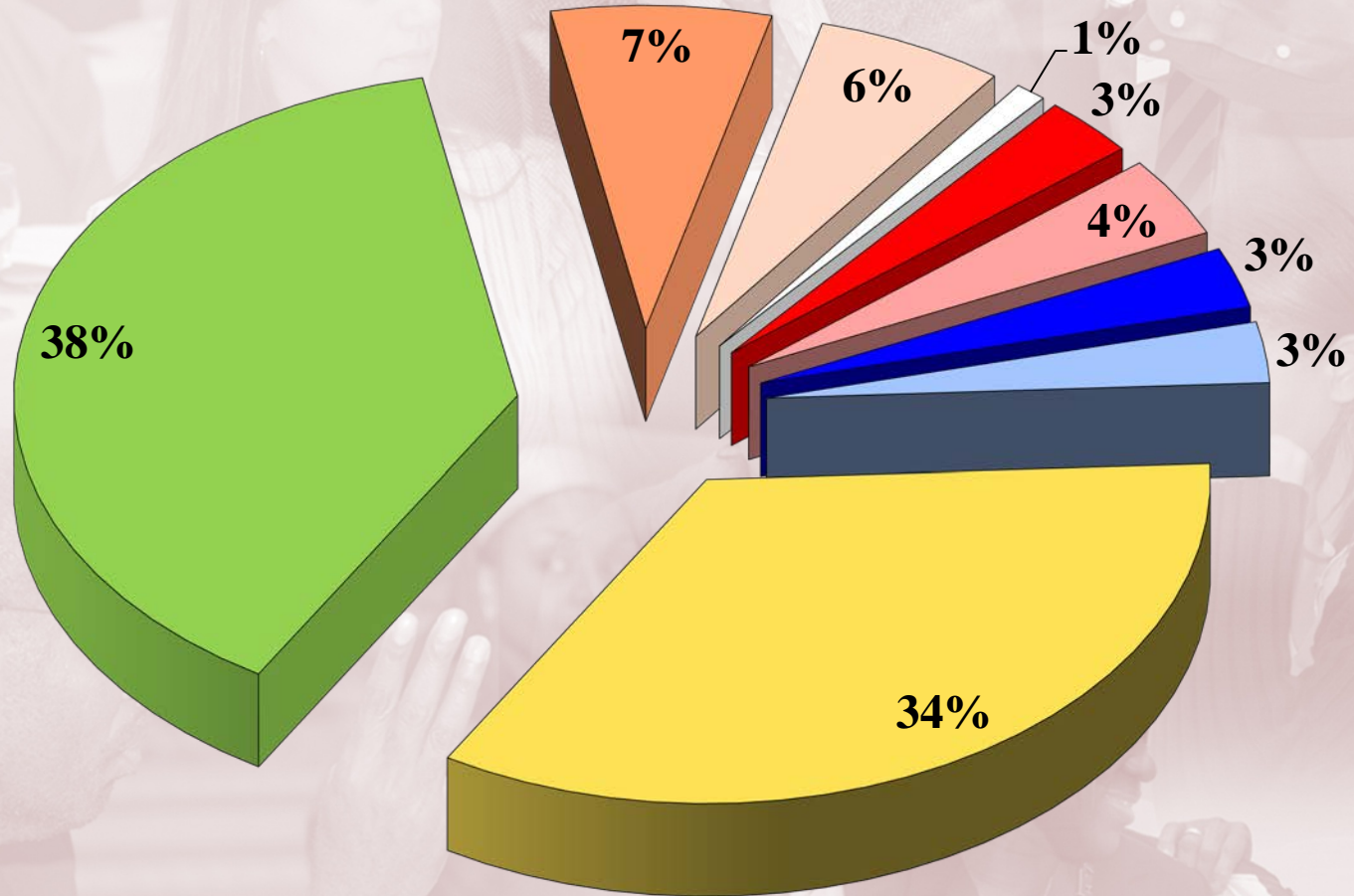
■ African American Males	■ African American Females	■ Hispanic Males
■ Hispanic Females	■ White Males	■ White Females
■ Asian/PI Males	■ Asian/PI Females	■ Other

★ Percentage of U.S. Associate Professor Faculty by Ethnicity in 2017



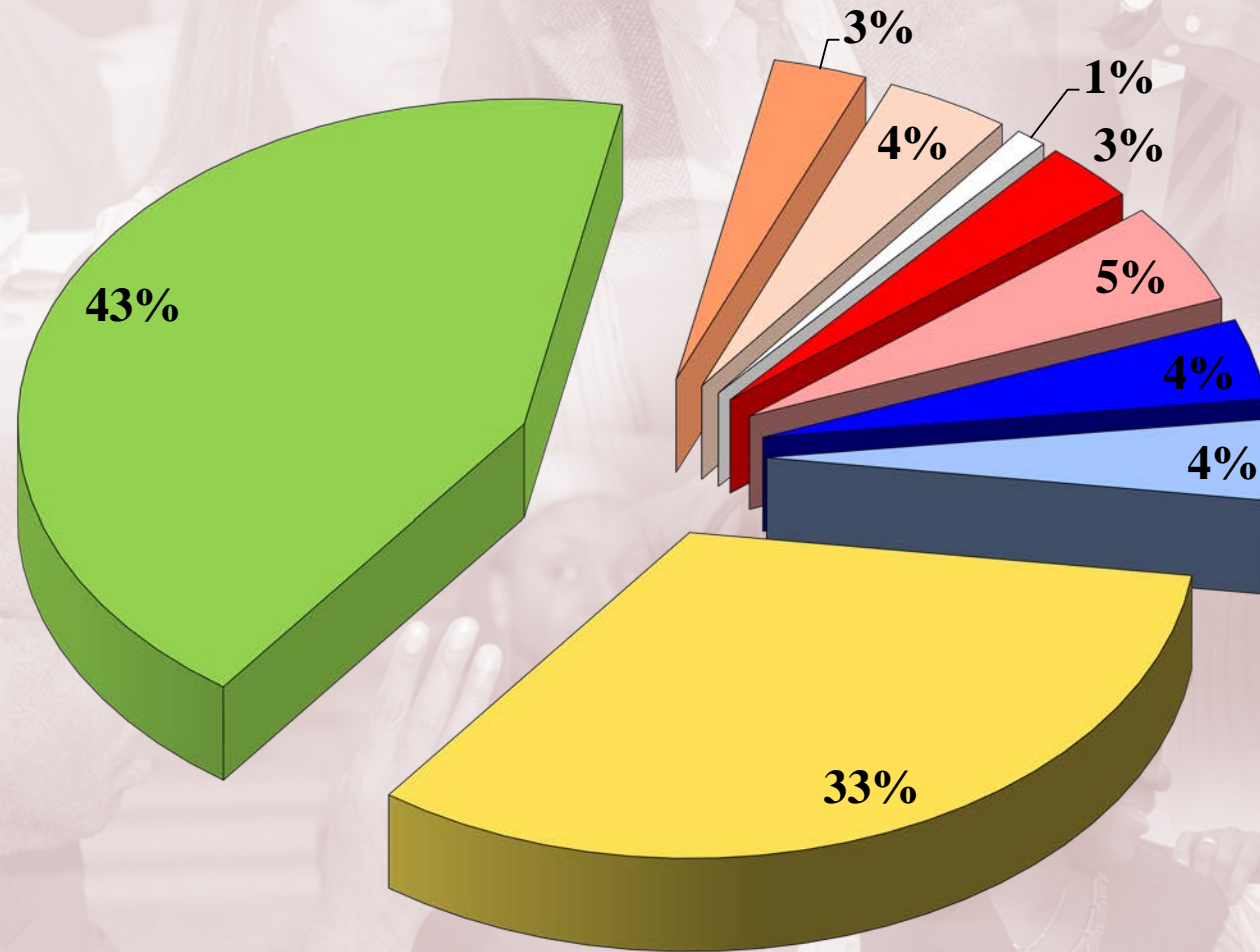
■ African American Males	■ African American Females	■ Hispanic Males
■ Hispanic Females	■ White Males	■ White Females
■ Asian/PI Males	■ Asian/PI Females	■ Other

★ Percentage of U.S. Assistant Professor Faculty by Ethnicity in 2017



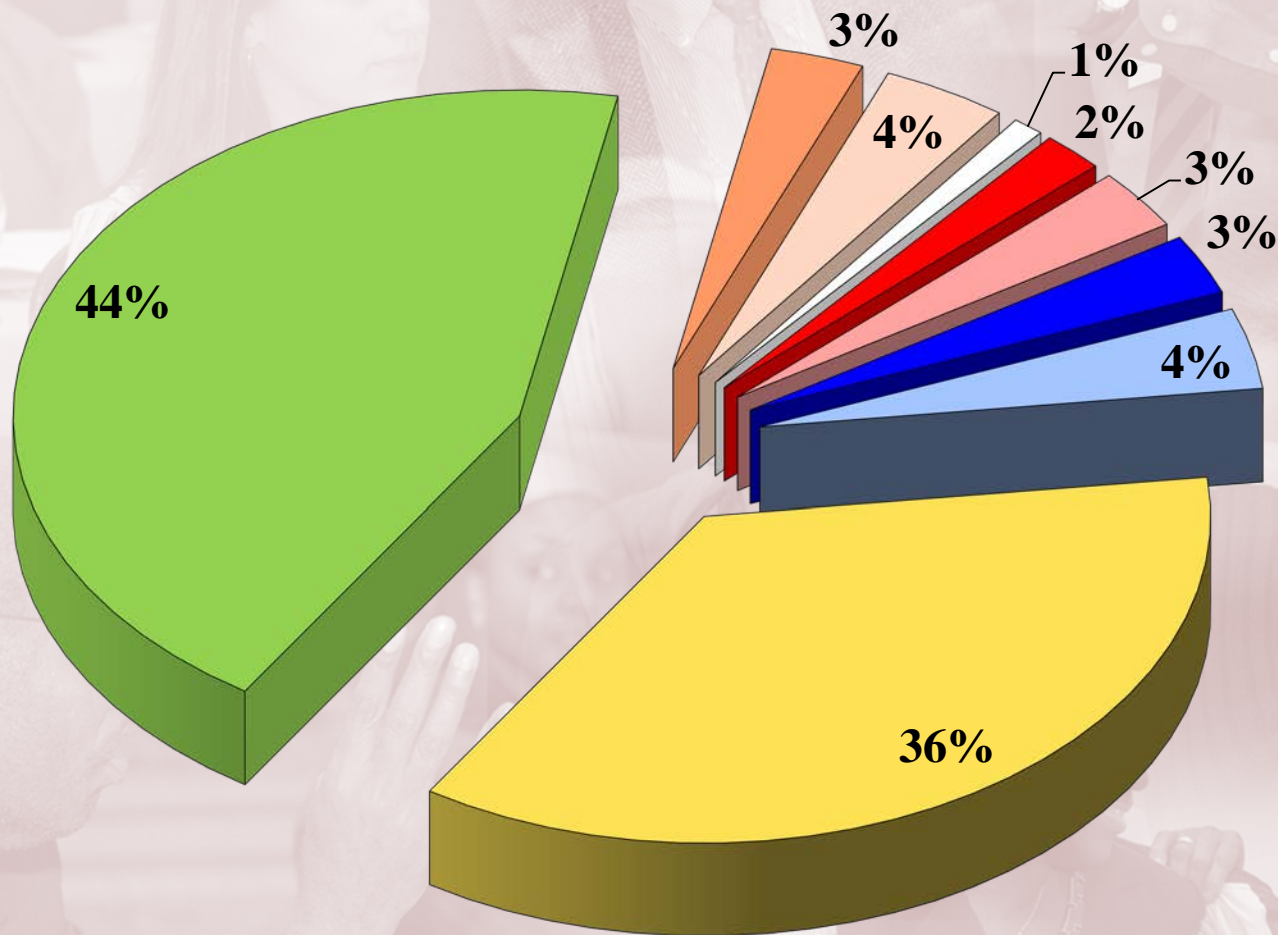
■ African American Males	■ African American Females	■ Hispanic Males
■ Hispanic Females	■ White Males	■ White Females
■ Asian/PI Males	■ Asian/PI Females	■ Other

★ Percentage of U.S. Instructor Faculty by Ethnicity in 2017



- | | | |
|--------------------------|----------------------------|------------------|
| ■ African American Males | ■ African American Females | ■ Hispanic Males |
| ■ Hispanic Females | ■ White Males | ■ White Females |
| ■ Asian/PI Males | ■ Asian/PI Females | ■ Other |

★ Percentage of U.S. Lecturer Faculty by Ethnicity in 2017



■ African American Males	■ African American Females	■ Hispanic Males
■ Hispanic Females	■ White Males	■ White Females
■ Asian/PI Males	■ Asian/PI Females	■ Other

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**

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

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

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

Mid-Year Research & Writing Conference

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

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



Methods					
LDA+GPSR	77.6	77.1	73.4	75.9	74.8
LDA+Homotopy	77.5	76.7	73.3	75.9	74.7
LDA+LS	67.1	67.3	45.4	49.1	51.0
LDA+LS.NS	29.6	18.0	14.2	5.5	7.8
LDA+IRWLS (Ours)	77.6	78.3	71.1	73.1	73.1

Methods	Testing Time (ms/img)				
	ACR	BCB	JBK	EGO	RG
LDA+GPSR	0.5	1.3	15.8	149	414
LDA+Homotopy	0.2	0.9	20.4	119	321
LDA+LS	0.0	0.0	0.5	4.4	13.9
LDA+LS.NS	0.0	0.0	0.5	3.8	11.7

Summer Research & Writing Institute

Publication

Journal Articles

Book Chapters

Book Reviews

Manuscripts

Commercial Presses

University Presses

Writing & Research Skill Development

Social Sciences & Humanities

STEM

Dissertation Writing

Proposal/
Prospectus Writing

Training / Insights
for Dissertation/
Proposal Defense

Grant Proposal Writing

Corporate

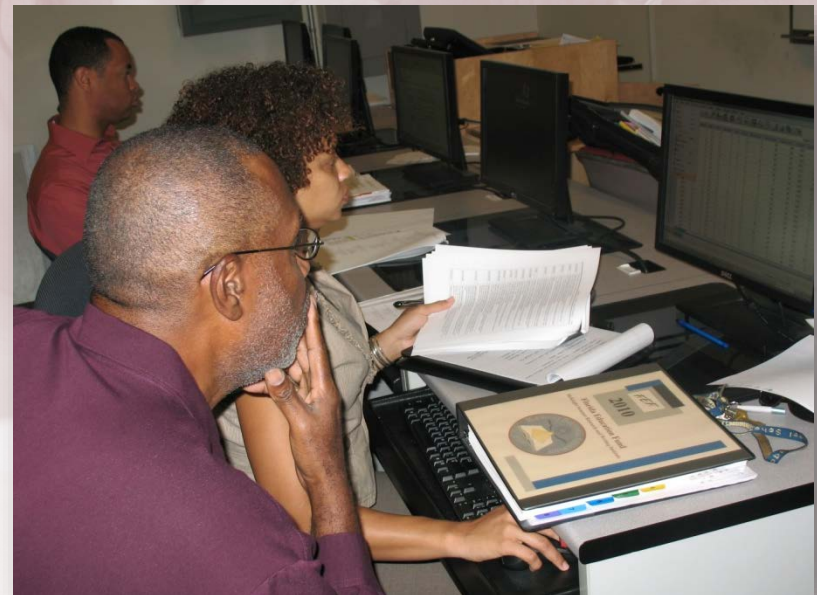
Government

Not for Profit
Organizations

Other Benefits

Networking

Collaboration



FEF Journal of Interdisciplinary Research

Writing Skill Development

Promotes Development
of Research Skills

Helps with Dissertation
Completion

Assists with Comp. Exam.
Preparation

Enhanced Knowledge & Skills About the Publication Process

Fosters an Understanding of the
Role of Editorial Boards

Helps Explicate the Article
Acquisition Process

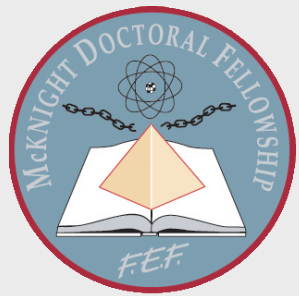
Enhanced Job Competitiveness

Provides Opportunities for
Networking and Collaboration



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Legend
Live Workshop
Online Workshop



Writing Workshops & Guidance

MYM
late Feb.

*FEF*access
March - April

*FEF*access
May - June

NFO
late June

*FEF*access
July

SRWI
late July

*FEF*access
Aug. - Sept.

AFM
Oct.-Nov.

*FEF*access
November

*FEF*access
January

Individual Consultations
(All year)

Individual Consultations
(All year)

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

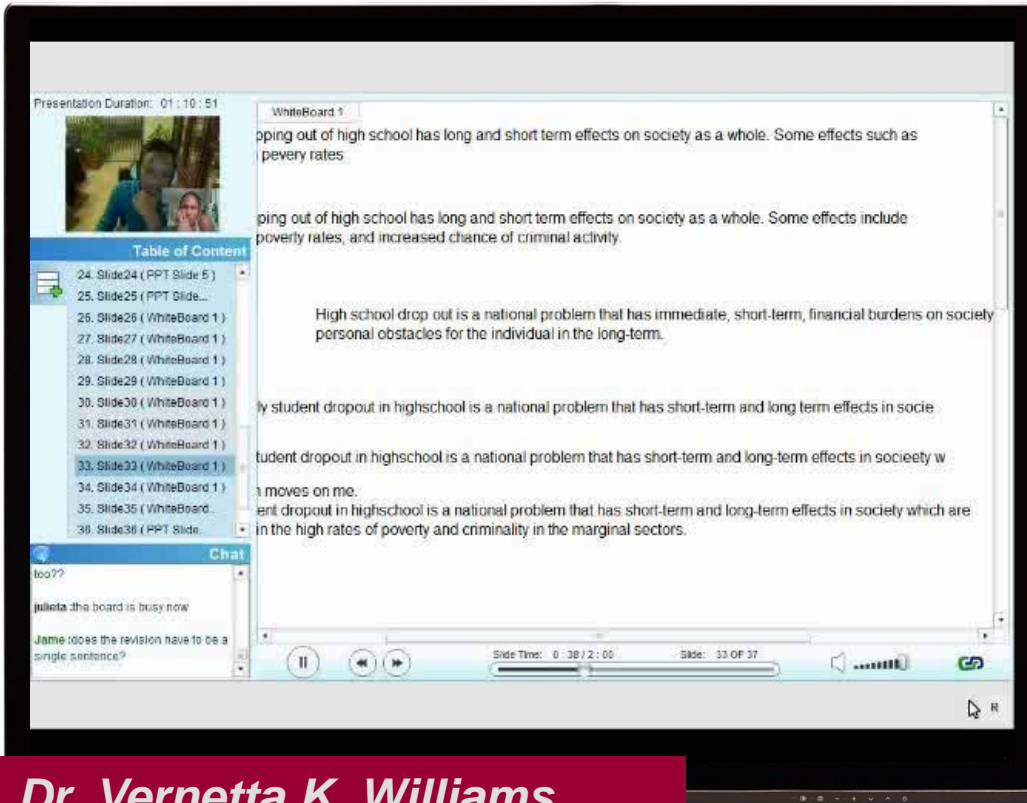
Key



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Writing Workshop Feedback

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.



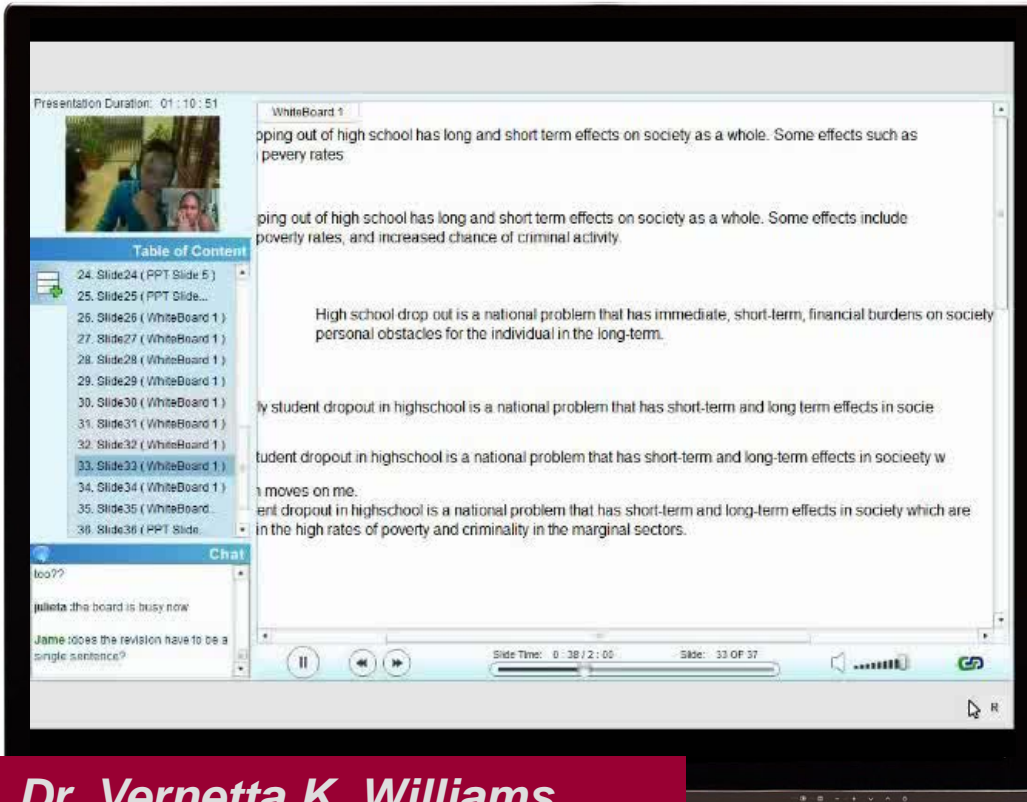
Dr. Vernetta K. Williams

“What was most valuable to you about this workshop?”

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Writing Workshop Feedback

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.



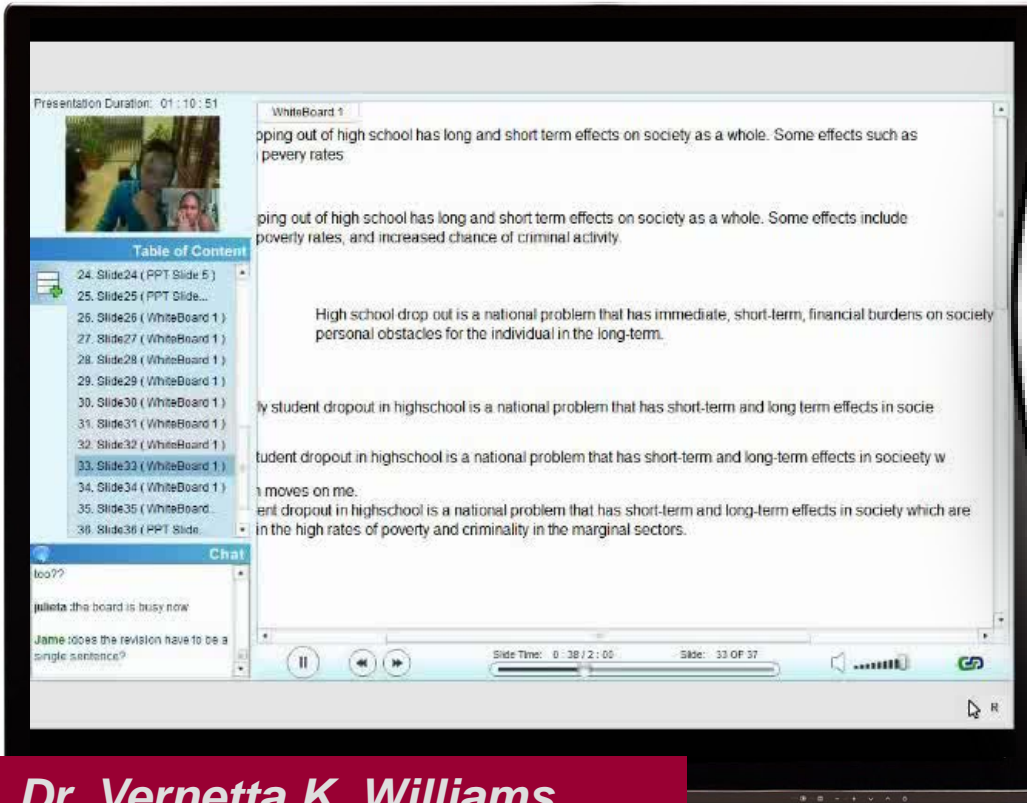
Dr. Vernetta K. Williams

“What was most valuable to you about this workshop?”

F.E.F.

Writing Workshop Feedback

I ALWAYS learn something new in these workshops...I also hear from my professors that they are impressed with my writing.



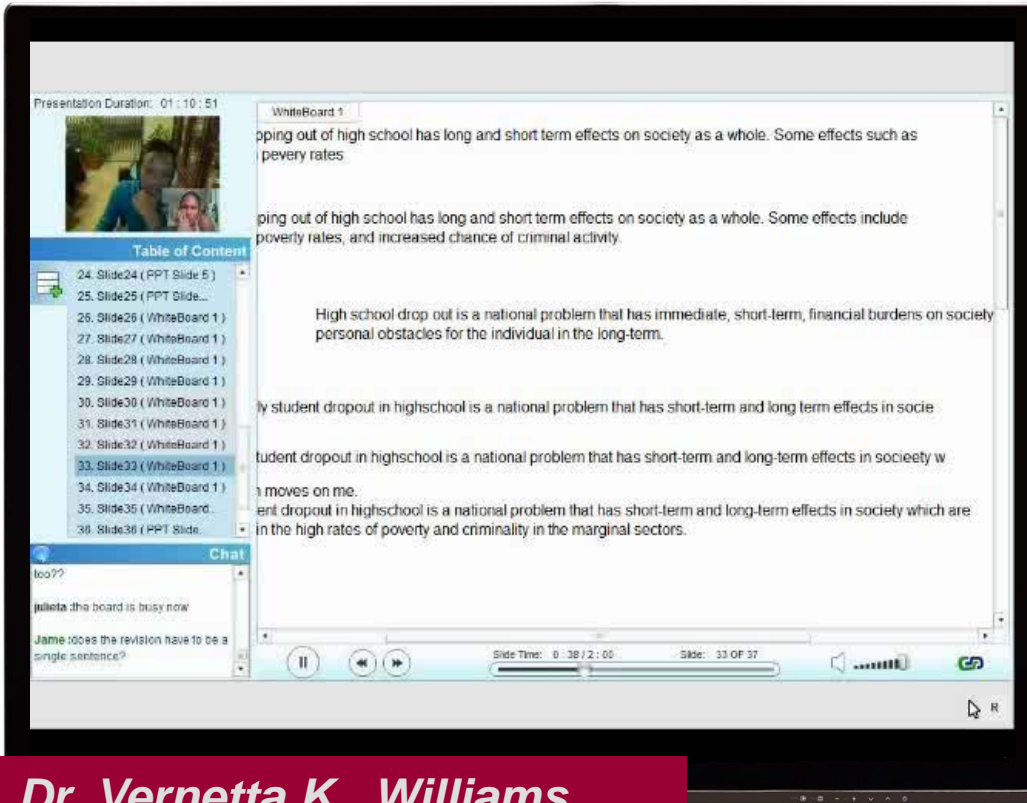
Dr. Vernetta K. Williams

“What was most valuable to you about this workshop?”

F.E.F.

Writing Workshop Feedback

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

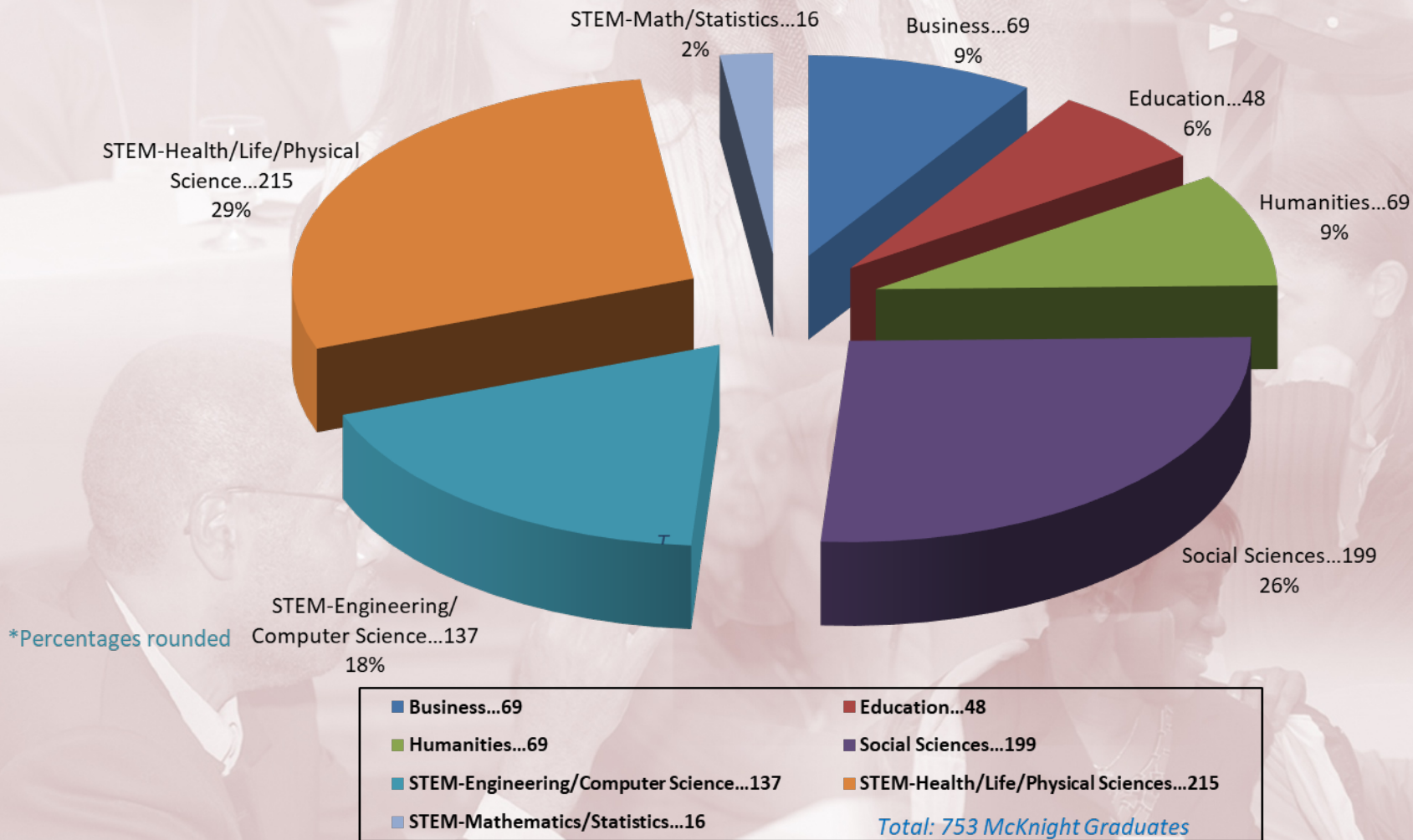
“What was most valuable to you about this workshop?”

★ MDF Program

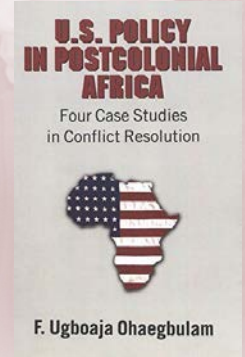
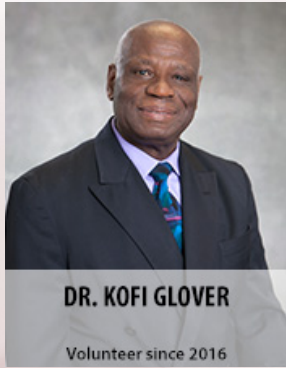
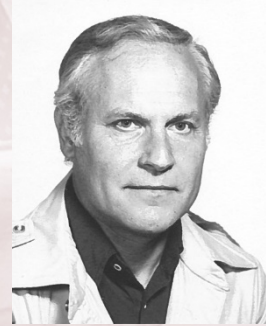
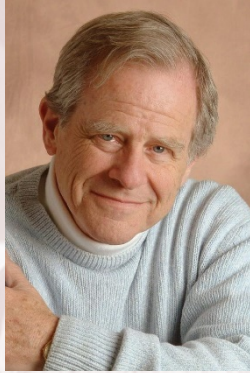
Participating Universities, 1984-Present

Public & Private Universities	Number of Fellowships Awarded to Date	Number of Graduates to Date	Number of Matriculating Fellows	Current Retention Rate *
Barry University	6	5	0	83%
Florida A&M University	90	54	29	92%
Florida Atlantic University	21	8	8	76%
Florida Institute of Technology	11	8	0	73%
Florida International University	116	42	68	95%
Florida State University	273	156	81	87%
University of Central Florida	118	65	47	95%
University of Florida	389	200	133	86%
University of Miami	123	72	34	86%
University of South Florida	203	143	47	94%
TOTALS:	1350	753	447	89%

Percentage of McKnight Graduates by Discipline



Conclusion: A Picture of Diversity



The background of the slide is a faded, light-colored photograph of a group of people in professional attire. In the foreground, a man in a dark suit and glasses is gesturing with his right hand while speaking. To his right, a woman in a dark blazer is smiling and looking towards him. Other people are visible in the background, some seated at tables with white tablecloths and glasses. The overall tone is professional and collaborative.

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**Florida Education Fund
McKnight Doctoral Fellowship
Program**

Conference of Southern Graduate Schools

March 5-7, 2020