

VERA KING FARRIS Doctoral FELLOWSHIP

Overview

The Vera King Farris Doctoral Fellowship (VKF Fellowship) represents an effort to increase faculty diversity on campus.

- Introduce Stockton to early-career underrepresented minority (URM) doctoral students who might not otherwise have considered a regional comprehensive (RC) institution of higher education.
- Provide mentorship and support to increase future success and retention for Stockton faculty and students.
- Increase opportunities for existing Stockton faculty and students to work with early career women in STEM Fields (WSTEM).
- The VKF Fellowship is a pipeline-

from a range of diverse backgrounds with the experiences and support necessary for success in today's higher education landscape.

However, graduate students pursuing employment as university professors may overlook career pathways at RCs. Many feel pressure to apply for jobs exclusively at research-intensive universities because they think it is the expected and most-valued path or are strongly encouraged by their faculty mentors to pursue only R1 career options. Graduate students are

- B. February: the working committee will review applicants for viability as a WSTEM or minority faculty and forward the applicant to the relevant school/program to continue the applicant, interview and hiring process.
 - a. Working Committee representation may include a chair, dean, DEI representative, faculty from each school.
- C. February/March: invite each applicant nominee to Zoom Call through the school/program committee. Interviews shall consist of questions to and by the applicant (split time).
- D. After completing the interviews, applicants shall be ranked by the appropriate school for a department campus zoom interview or in person as determined to be appropriate.
- E. May: final decision.

2. SPECIFICS OF FELLOWSHIP:

- A. Salary commensurate with discipline and ABD status (13D)
- B. Professional development funds equal to tenure/tenure track faculty per the MOA
 - a. Through CTLD, and/or
 - b. Access to the Faculty Academic Writing Network (FAWN) for writing support and bootcamps that will assist in dissertation completion
- C. Campuses will provide a placement in an appropriate department, assign a mentor and "onboard" fellows alongside new faculty
- D. A formative and summative

2. Offer a series of cohorted professional development opportunities focused on pedagogy in regional comprehensives, success as a faculty member, and dissertation completion.
- 3.

White applicants; 4.55% for Black applicants; 1.53% for Asian applicants; and 2.63% for Hispanic applicants.

Expected long-term impact of the project

The initiatives outlined in this proposal will positively impact the campus climate and underrepresented minority faculty and student recruitment and retention. Ultimately, we expect the results of the project to translate into positive outcomes for students, including:

- Enhanced retention of majority and underrepresented minority students;
- Enhanced student satisfaction at Stockton University;
- A more diverse and distinctive academic program; and
- Improved career prospects for graduates.

References

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Kim, Y. M. Minorities in Higher Education Status Report, Twenty-Fourth Status Report, 2011 Supplement, 2011. Washington, DC: American Council on Education, 21 pp.

Mackin, J. E., I. Wright, and R. Wislock (2008). Recruitment and Retention of Underrepresented Faculty, Staff and Students at a Traditionally White, Rural Institution of Higher Education. 21st Annual Conference on Race and Ethnicity, Orlando, FL.

Moreno, J., D. G. Smith, A. Clayton-Pedersen, S. Parker, and D. Teraguchi (2006). The Revolving Door for Underrepresented Minority Faculty in Higher Education.

Smith, D., C. Turner, N. Osei-Kofi, and S. Richards (2004). Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty. (2), 133-160.

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VERA KING FARRIS FELLOWSHIP Application

Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth at
Stockton University

Stockton University invites applications for the Pre-Doctoral Fellowship. The *Vera King Farris Fellowship* represents a cohorted effort to introduce diverse early-career faculty to opportunities at a

Fellowship Applicant Rubric

