



# Increasing Faculty Diversity

**Evaluation Report of the Institute:** With funding from the National Science Foundation, a 2018 study surveyed nearly 2,000 participants of the Institute on Teaching and Mentoring from 2011 to 2016. Researchers compared the survey results against national benchmark data from the Survey of Doctorate Recipients, conducted by the National Center for Science and Engineering Statistics.

## The Institute on Teaching and Mentoring

*About 85% say the Institute has been extremely important to their academic and professional success.*



*Institute participants are significantly more likely than their peers nationally to be employed at a university.*

*The nation's largest gathering of underrepresented minority Ph.D. students and faculty of color*



**21,000**  
inspired over a  
26-year history



**50+**  
sessions on a  
variety of topics



**1,000+**  
attend  
each year



### Who Attends the Institute?

- **Two thirds** of participants are women.
- **Nearly half** are the first generation in their families to complete a four-year degree.
- **Nearly two thirds** are black.
- **One in four** are Hispanic.
- **Seven percent** are American Indian/Native Alaskan.



### Bringing Skills Back to Campus

The NSF study showed that the benefits of the Institute on Teaching and Mentoring, from finishing the dissertation to planning academic careers, are deep and wide-ranging.

Sessions on **completing the dissertation** were rated as most valuable. The Institute was effective in preparing scholars to **collaborate** with colleagues and **communicate** about their research.

Professional **networking** and a sense of **community** was identified as the top benefit of attending. Also cited as important benefits were **skills development** and **career planning**.



### Salary Findings

The study showed Institute alumni closing the historical pay gap between minority populations and the population overall.

**Women** who participated in the Institute were significantly more likely than doctoral graduates nationally to earn incomes in three of the top four income brackets.

**Black** Institute participants were more likely to earn higher salaries than black Ph.D. graduates nationally, in almost all income categories.



### Changing the Face of Teaching and Research

Alumni of the Institute are joining the faculty at four-year colleges and beyond, expanding the base of knowledge and becoming leaders.

Many of the survey respondents are employed on four-year college campuses:

- |  |     |
|--|-----|
| ■ Four-year college or university        | 45% |
| ■ Nonprofit/nongovernmental organization | 35% |
| ■ Business and industry                  | 11% |
| ■ Federal government                     | 6%  |
| ■ State and local government             | 3%  |

