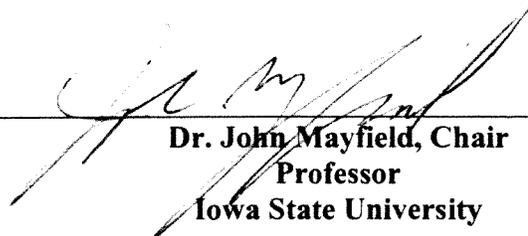
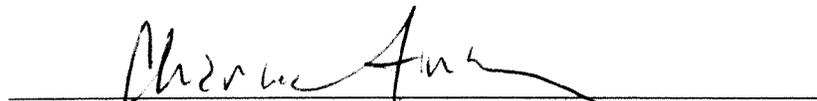


**REPORT TO THE
LOUISIANA BOARD OF REGENTS**

**BOARD OF REGENTS/SOUTHERN REGIONAL EDUCATION BOARD
GRADUATE FELLOWSHIPS TO PROMOTE DIVERSITY PROGRAM
OF THE
BOARD OF REGENTS SUPPORT FUND
FY 2011-12 COMPETITION FOR AWARDS TO BEGIN FY 2012-13**



**Dr. John Mayfield, Chair
Professor
Iowa State University**



**Dr. Charles Ambler
Former Dean of the Graduate School
University of Texas at El Paso**



**Dr. Roger Chalkley
Senior Associate Dean for Biomedical Research Education and Training
Vanderbilt University Medical School**



**Dr. Suzanne Ortega
Senior Vice President for Academic Affairs
University of North Carolina**

INTRODUCTION

The panel urges applicants to read the summary critiques, included in this report, relating to the submitted proposals. Most summaries offer suggestions to help applicants design proposals for future competitions of the BoR/SREB Graduate Fellowships to Promote Diversity Program.

The review panel for the BoR/SREB Graduate Fellowships to Promote Diversity Program met in Baton Rouge on February 25 and 26, 2012 to discuss and make funding recommendations relative to proposals submitted in the FY 2011-12 competition for awards to begin in FY 2012-13. Members of the panel were Dr. John Mayfield (Chair), Iowa State University; Dr. Roger Chalkley, Vanderbilt University Medical School; Dr. Charles Ambler, University of Texas at El Paso; and Dr. Suzanne Ortega, University of North Carolina.

Six (6) institutions submitted a total of six (6) proposals in the BoR/SREB Fellowships Program. All proposals were submitted under the leadership of the institutions' graduate schools or their equivalent.

Prior to arriving in Baton Rouge, consultants individually read and evaluated each proposal according to the guidelines provided by the Louisiana Board of Regents in the FY 2011-12 BoR/SREB Fellowships Program Request for Proposals. Each consultant assigned a preliminary rating to each proposal before the February meeting. Preliminary composite scores were then computed. These composite scores facilitated discussions at the meeting.

After thorough discussion of the merits of each proposal, the consultants established a rank order for all of the proposals and recommended a number of fellowship slots for each. Recommendations were made consistent with the limits of available funding allocated by the Board of Regents.

The total amount of first-year funds requested in the BoR/SREB Fellowships Program was \$500,000. Consultants were advised that \$250,000 in first-year funding was available for the program.

The panel recommends that five (5) of the six (6) proposals submitted under the BoR/SREB Fellowships Program be funded in the amounts specified in Appendix A. Appendix B consists of brief panel assessments of submitted proposals and Appendix C contains a listing of all proposals submitted to the program.

The cumulative requests exceed the total amount of funding available. Panel members made every effort to make recommendations within established funding limitations as well as in accordance with the collective assessment of each proposal's individual merits. Reviewers sought to ascertain the degree to which each award could bring about the successful recruitment of under-represented minority students in keeping with the goal of elevating diversity and academic success in the submitting institutions.

The panel recommends to the Board of Regents that future Requests for Proposals require applicants to include comprehensive data on the progress and outcomes of all previously awarded SREB fellows. The panel also urges that proposals provide a full analysis of how SREB funding leverages and complements other university efforts to expand under-represented minority retention and recruitment.

Once again, the four panel members commend all involved in this ongoing endeavor to elevate the level of graduate study in Louisiana's institutions of higher education. The members of the panel, collectively and individually, also wish to express our sincere appreciation to the staff of the Board of Regents for their aid and support in the completion of this task.

APPENDIX A

RECOMMENDATIONS FOR FUNDING

**Louisiana Board of Regents Support Fund
BoR/SREB Graduate Fellowships to Promote Diversity Program
FY 2011-12 Cycle for Awards to Begin in FY 2012-13**

PROPOSALS RECOMMENDED FOR FUNDING

| Rank | Proposal No. | Institution | Number of Fellowships Recommended | Year | Total BoRSF Money Recommended |
|-------------|---------------------|--------------------|--|-------------|--------------------------------------|
| 1 | 004SREB-12 | TULANE | 2 | 1 | \$ 50,000 |
| | | | | 2 | \$ 50,000 |
| | | | | 3 | \$ 50,000 |
| | | | | 4 | \$ 40,000 |
| | | | | TOTAL | \$190,000 |
| 2 | 001SREB-12 | LSU-BR | 2 | 1 | \$ 50,000 |
| | | | | 2 | \$ 50,000 |
| | | | | 3 | \$ 50,000 |
| | | | | 4 | \$ 40,000 |
| | | | | TOTAL | \$190,000 |
| 3 | 005SREB-12 | UL LAFAYETTE | 2 | 1 | \$ 50,000 |
| | | | | 2 | \$ 50,000 |
| | | | | 3 | \$ 50,000 |
| | | | | 4 | \$ 40,000 |
| | | | | TOTAL | \$190,000 |
| 4 | 006SREB-12 | UNO | 2 | 1 | \$ 50,000 |
| | | | | 2 | \$ 50,000 |
| | | | | 3 | \$ 50,000 |
| | | | | 4 | \$ 40,000 |
| | | | | TOTAL | \$190,000 |
| 5 | 003SREB-12 | LA TECH | 2 | 1 | \$ 50,000 |
| | | | | 2 | \$ 50,000 |
| | | | | 3 | \$ 50,000 |
| | | | | 4 | \$ 40,000 |
| | | | | TOTAL | \$190,000 |

PROPOSAL NOT RECOMMENDED FOR FUNDING

| | |
|------------|-------------------|
| 002SREB-12 | LSUHSC-SHREVEPORT |
|------------|-------------------|

APPENDIX B

NARRATIVE ASSESSMENTS

**COMMENTS ON PROPOSALS SUBMITTED UNDER THE BOARD OF REGENTS/
SOUTHERN REGIONAL EDUCATION BOARD GRADUATE FELLOWSHIPS
TO PROMOTE DIVERSITY PROGRAM IN FY 2011-12**

001SREB-12 LOUISIANA STATE UNIVERSITY – BATON ROUGE
“Board of Regents/SREB Graduate Fellowships to Promote Diversity”
Requested: 5 Fellowship Slots

Recommended: 2 Fellowship Slots for 4 years = \$190,000

This solid proposal from LSU seems to indicate a slight decrease in applications, admissions, and matriculations of under-represented minority doctoral students in academic year 2010-11 over the preceding year. As noted in last year’s review, LSU’s plan to distribute SREB fellowships across a variety of programs is fair but not strategic. The impact of BoR/SREB funding might well be amplified by a fellowship allocation method designed to build areas/programs with a critical mass of under-represented minority students. A rich set of centrally developed professional enhancement and mentoring programs should, over time, improve doctoral completion rates and subsequent career opportunities. These central programs do not appear, however, to have been “driven down” to the department/unit level. This may be one reason why almost as many under-represented students leave LSU each year without the intended degree as successfully complete. More attention to the intersection of university and departmental mentoring activities as well as a plan to guarantee stipend support through the full expected/average time to degree should lead to improvements in both completion rates and time to degree. The panel recommends funding for two fellowship slots.

002SREB-12 LSU HEALTH SCIENCES CENTER - SHREVEPORT
“Promoting Graduate Student Diversity at LSUHSC in Shreveport”
Requested: 2 Fellowship Slots

Recommended: - 0 -

LSUHSC-Shreveport’s Graduate School includes five departments, each with a small graduate program. Currently the total number of under-represented minority students enrolled is seven. The Graduate School would like to recruit outstanding under-represented minority students to supplement ongoing recruitment activities of the five departments. Over the five-year period reported, applications from under-represented minority students have declined from six to two per year, suggesting the need for greater program visibility. The dropout rate – one drop for every Ph.D. degree granted – is quite high for programs associated with a medical school. The panel feels that central recruiting for one or two fellowships as an adjunct to five independent recruiting efforts mounted by the individual programs will not be particularly effective. Instead, the panel believes that recruiting in general would benefit greatly by a unified effort of all five graduate programs, either by combining them under a common umbrella, such as the Biomedical Sciences program at Tulane, or by mounting a major unified promotional campaign for graduate studies at LSUHSC-Shreveport. No funding is recommended.

003SREB-12 LOUISIANA TECH UNIVERSITY
“Increasing Diversity in Doctoral Populations at Louisiana Tech University”
Requested: 4 Fellowship Slots

Recommended: 2 Fellowship Slots for 4 years = \$190,000

Louisiana Tech’s proposal indicates that BoR/SREB fellowships would be targeted toward the most important Ph.D. programs at the University: Biomedical Engineering, Computational Analysis, and Engineering in the College of Engineering and Science, and Counseling Psychology and Industrial/Organization Psychology in the College of Education. These programs have had some success with minority recruitment; minority students currently comprise 15% of total U.S. enrollment. It is difficult to determine from the data provided how these students are distributed among affected departments, but there is some indication that a creative effort in Engineering to build a partnership with Jackson State University in Mississippi has resulted in the recruitment of outstanding African American students. Likewise, the development of close ties with nearby Grambling State University makes sense, although few data are provided relative to the impact of these activities. There is concern that the proportion of minority

Ph.D. students has actually been declining: the U.S. student population has been gradually expanding, while minority enrollments are static. Levels of attrition also seem high. The development of research experiences for undergraduates (REU) programs should yield increased applicants. The mentoring plan for fellows is comprehensive, but the panel doubts that it could be scaled to apply to all minority doctoral students. Graduate programs continue to use combined GRE scores in the admission process, which is unacceptable per ETS and should be addressed immediately. The panel recommends funding for two fellowship slots.

004SREB-12 TULANE UNIVERSITY
“Board of Regents Doctoral Fellowships at Tulane University”
Requested: 3 Fellowship Slots

Recommended: 2 Fellowship Slots for 4 years = \$190,000

Tulane is involved in a major institutional attempt to broaden the application base of under-represented minority students, especially through the compact for faculty diversity and participation in SREB graduate education programs. These activities seem to be showing results, with applications significantly increasing. Tables A and B include data that are difficult to interpret. For example, Table A indicates that, on average, 65 U.S. citizens were admitted annually in recent years, of whom 15 were under-represented minorities. Table B suggests that, on average, there are approximately 530 U.S. citizens in residence in recent years, of whom 110 are URM. Further, 65 U.S. citizens graduate each year, of whom 16 are URM. This fits with the admissions data only if essentially 100% of incoming students graduate successfully. However, the data show that approximately 50 U.S. citizens drop each year, of whom 14 are URM. So of the incoming students, 115 have left the program each year in one way or another over the last three years. The panel draws two conclusions from these data (assuming they are not incorrect). First, the level of attrition is extremely high; and second, the tables must be representing different pools of graduate students. Nevertheless, Tulane has submitted a strong proposal with excellent plans for recruitment, mentoring, and retention of incoming students. The panel recommends funding for two fellowship slots.

005SREB-12 UNIVERSITY OF LOUISIANA AT LAFAYETTE
“Attracting Minority Doctoral Fellows to the University of Louisiana at Lafayette in the STEM Disciplines: An Expanded Effort III”
Requested: 4 Fellowship Slots

Recommended: 2 Fellowship Slots for 4 years = \$190,000

UL Lafayette’s proposal emphasizes but does not seem to be limited to the recruitment of under-represented minority students in STEM fields. Table A reveals a dramatic increase in applications and number of minority students in doctoral programs over the past five years. The proposal outlines aggressive plans for recruitment and retention, but more telling are the actual increases in numbers. It is not clear from the proposal if there are other sources of funding available to augment recruitment efforts. The Board of Regents investment would have greater impact if it was the capstone of a pyramid of financial packages funded from university and/or private funds to support recruitment of under-represented minority students. A problem the panel has noted across several applications is that the proposal provides no data specific to STEM fields. Three years ago, UL Lafayette’s proposal indicated that the five-year growth in under-represented minority Ph.D. students was due entirely to the department of Educational Leadership and that STEM fields showed a slight decline over the time period reported. Failure to provide department-specific data makes it impossible to determine if any improvement has been made in the targeted fields over the past few years. Retention may also be a problem. A simple and easily accessible indication of completion success is to look at the ratio of degrees granted to the number of students who drop out over the past five years. When one does this using the data presented in Table 4-SREB, part B, the results are as follows: Non-URM U.S. students yield 136 drops to 82 graduations for a ratio of 1.62, while for URM students the ratio is 27 drops to 11 graduations, for a ratio of 2.45. Both of these numbers are extremely high. The pledged \$5,000 fellowship supplement is applauded and should raise the stipends to a competitive level. The panel recommends funding for two fellowship slots.

006SREB-12 UNIVERSITY OF NEW ORLEANS
“Ernest G. Chachere Doctoral Diversity Fellowship”
Requested: 4 Fellowship Slots

Recommended: 2 Fellowship Slots for 4 years = \$190,000

The University of New Orleans boasts a highly diverse student population across all levels, including in graduate programs. This proposal is designed to extend that diversity into UNO’s STEM doctoral programs, which have had less success attracting under-represented minority students. The proposed SREB fellowships would continue the established Ernest Chachere Fellowship program. The proposal provides data that suggest that UNO has been a leader among Louisiana universities in the recruitment and graduation of minority and, in particular, African American doctoral students. However, no specific information or data are provided for the STEM disciplines that are the subject of this proposal, making it difficult for the panel to judge institutional experiences in the areas for which funding is requested. The proposal would have been enhanced by more explicit and innovative plans for recruitment and for mentoring and retention specific to the STEM disciplines. The \$2,000 supplement offered by UNO may not be sufficient to attract highly qualified STEM candidates, since programs at other institutions are routinely offering substantially more. The general data provided suggest that under-represented minority students comprise 25% of UNO’s doctoral enrollment. This same data indicate, however, that the proportion of minority graduates is substantially less and that attrition among these populations is generally high. The panel recommends funding for two fellowship slots.

APPENDIX C

LIST OF PROPOSALS SUBMITTED

**BoR/SREB Graduate Fellowships to Promote Diversity Program
2011-12 Competition
Proposals Submitted**

| Proposal # | PI Name(s) | Institution | Proposal Title | Slots Requested | Funds Requested |
|-------------------|-------------------|--------------------|--|------------------------|---|
| 001SREB-12 | W. David Constant | LSU-BR | Board of Regents/SREB Graduate Fellowships to Promote Diversity | 5 | Y1: \$125,000 Y2: \$125,000 Y3: \$125,000 <u>Y4: \$100,000</u> Total: \$475,000 |
| 002SREB-12 | Sandra Roerig | LSUHSC-Shreveport | Promoting Graduate Student Diversity at LSUHSC in Shreveport | 2 | Y1: \$50,000 Y2: \$50,000 Y3: \$50,000 <u>Y4: \$40,000</u> Total: \$190,000 |
| 003SREB-12 | Terry McConathy | Louisiana Tech | Increasing Diversity in Doctoral Populations at Louisiana Tech University | 4 | Y1: \$100,000 Y2: \$100,000 Y3: \$100,000 <u>Y4: \$ 80,000</u> Total: \$380,000 |
| 004SREB-12 | Brian S. Mitchell | Tulane | Board of Regents Doctoral Fellowships at Tulane University | 3 | Y1: \$ 75,000 Y2: \$ 75,000 Y3: \$ 75,000 <u>Y4: \$ 60,000</u> Total: \$285,000 |
| 005SREB-12 | David Breaux | UL Lafayette | Attracting Minority Doctoral Fellows to the University of Louisiana at Lafayette in the STEM Disciplines: An Expanded Effort III | 4 | Y1: \$100,000 Y2: \$100,000 Y3: \$100,000 <u>Y4: \$ 80,000</u> Total: \$380,000 |
| 006SREB-12 | Elizabeth Sigler | UNO | Ernest G. Chachere Doctoral Diversity Fellowship | 4 | Y1: \$100,000 Y2: \$100,000 Y3: \$100,000 <u>Y4: \$ 80,000</u> Total: \$380,000 |

BoR/SREB PROPOSAL SUBMISSION SUMMARY

NUMBER OF PROPOSALS SUBMITTED: 6

FELLOWSHIPS REQUESTED: 22

FIRST-YEAR FUNDS REQUESTED: \$550,000

TOTAL FUNDS REQUESTED: \$2,090,000

TOTAL FELLOWSHIP SLOTS AVAILABLE: 10

TOTAL FIRST-YEAR FUNDS AVAILABLE: \$250,000