

CREATING PATHWAYS TO INCREASE DIVERSITY IN CALIFORNIA'S FACULTY

FOCUS ON EFFICIENCY

Two long-time California State University programs continue to successfully increase diversity among faculty within the CSU and other higher-education institutions.

Between 1987 and 1989, the California State University system developed two programs designed to increase diversity in faculty for California higher education: The Chancellor's Doctoral Incentive Program (CDIP, formally the Forgivable Loan Program) and the Sally Casanova Scholarship. Both of these programs have had a significant impact on the development of diverse faculty in both the CSU and University of California systems.

The CDIP increases the number of promising doctoral students applying for CSU instructional faculty positions by offering financial assistance in the form of a forgivable loan and mentorship by CSU faculty. CDIP is the largest program of its kind in the United States.

The Sally Casanova Scholarship, established by the CSU California Pre-Doctoral Program, increases diversity among university faculty by supporting the doctoral aspirations of CSU students with financial assistance and faculty mentorship.

Individuals admitted to the competitive CDIP are selected based on their academic achievement and potential, their prospects for competing for a CSU faculty position in their chosen disciplines, and their interest in advancing the CSU mission by providing instruction to its diverse student population.

The Sally Casanova Scholarship awards are based on demonstrated academic excellence, identified economic or educational disadvantage, and a commitment to a career in teaching and research at the college or university level.

Funding for both programs is provided through California Lottery Funds. Each Sally Casanova Scholar receives \$3,000, which may be used for related travel; GRE prep and exams; transcript and application costs; and research assistance. Up to \$9,000 is available for participation in a summer doctoral-level research experience.

CDIP offers a subsidized loan program of up to \$30,000 with potential loan cancellation if the student becomes a CSU faculty member. A mini-grant funds collaborative fellow and faculty mentor activities. A bi-annual travel grant funds transportation to professional conferences.

Both of these programs have a leadership role within the California Forum for Diversity in Graduate Education (Diversity Forum), a bi-annual event established to meet the needs of low-income and first-generation advanced undergraduates and master's candidates who belong to groups currently underrepresented in doctoral-level programs.

MILESTONES

1987

- Forgivable Loan Program by three CSU presidents is established.

1989

- The California Pre-Doctoral Program and the Sally Casanova Scholarship are created.

Early 2000's

- The Forgivable Loan Program changes its name to the Chancellor's Doctoral Incentive Program (CDIP).

2013

- CDIP introduces the travel grant and mini-grant programs to assist fellows in travel and professional development funds for doctoral studies.

2015

- Funding for CDIP increases by \$100,000 to include additional funding for summer research scholars.

2015-16

- The California Pre-Doctoral Program introduces the Sally Casanova Scholar booklet to increase recruitment opportunities for the scholars.

QUANTIFICATION AND RESULTS

Since 1989, the Sally Casanova Scholarship program has received more than 7,000 applications and awarded more than 2,200 scholarships to upper-division undergraduate and graduate students within the CSU. Each year, approximately 75 CSU students are awarded the scholarship.

In the past 30 years, five percent of Sally Casanova Scholars have become CSU faculty. Notably, for the past five years, more than 40 percent of the scholars have been accepted into fully funded doctoral programs at a UC or other doctoral-granting institution. Each year since 2013, approximately 90 percent of the scholars are first-generation and 92 percent are students of color.

As of 2018, the CDIP has loaned \$52 million to more than 2,100 doctoral students enrolled in universities throughout the nation. To date, more than 61.7 percent have successfully completed their doctoral studies and more than 60 percent have been appointed to CSU instructional positions.

CDIP has also awarded more than \$650,000 in professional development to fellows since 2010. Since the program's inception, 59 percent of the CDIP fellows are first-generation; 66 percent are female; and 61 percent are students of color.

Each of the 23 California State University campuses have a campus coordinator responsible for overseeing the California Pre-Doctoral Program and/or the Chancellor's Doctoral Incentive Program. These programs have application review and advisory committees comprising faculty, administrators, CSU statewide faculty senators, and UC graduate deans.

IMPACT AND BENEFITS

For the Pre-Doctoral Program, since 2013, an average of 30 Sally Casanova Scholars are admitted into fully funded Ph.D. programs each year, and 12 to 15 are admitted into a Ph.D. program at a University of California campus. Approximately, 25 percent of each year's Sally Casanova Scholars cohort receive the CDIP fellowship.

For the CDIP, 68 percent of the fellows attend California institutions for their Ph.D. In the CSU system, currently 393 CDIP alumni serve as instructional faculty; 23 are department chairs; 24 are administrators; and one is a current CSU President.

MILESTONES

2017

- CDIP provides CSU campuses funding incentives to bring CDIP fellows to campus for interviews.

2017-18

- CDIP recognizes its 30th anniversary and conducts comprehensive program evaluation.

2019

- Funding for the California Pre-Doctoral Program increases by an additional \$170,000.
- The California Pre-Doctoral Program celebrates the 30th anniversary of the Sally Casanova Scholarship program.
- CDIP introduces the Dissertation Fellowship funding program.
- Inaugural CDIP conference is introduced.

PROJECT LEADERSHIP

Dr. Maridith Janssen

Oversees the Future Faculty Program, which includes the California Pre-Doctoral Program and the Chancellor's Doctoral Incentive Program.

Elizabeth Sanchez

Chancellor's Doctoral Incentive Program Manager

LESSONS LEARNED

1

Recruitment efforts for both of these programs have become more specific in various categories such as ethnicity, discipline and gender. With the focus within both the CSU and UC on increasing the diversity of faculty in the STEM disciplines, both programs have started participating in recruiting fairs across the nation reflective of these areas.

2

The Pre-Doctoral Program is connected to the California Forum for Diversity in Graduate Education, a unique recruitment opportunity for the scholars. In 2015, the program developed the Scholar Booklet highlighting the scholar, their discipline, faculty mentor and brief overview of their research interests. In 2016, they introduced the incorporation of an “elevator speech” workshop to prepare the scholars to introduce themselves and their research in 30 seconds. Both of these efforts have increased the exposure of the outstanding scholars to recruiters from across the nation.

3

Based on feedback from fellows, the Chancellor’s Doctoral Incentive Program created the Dissertation Fellowship to assist fellows in completion of their doctoral studies in a timely manner.



Northern Sally Casanova Scholars, faculty mentors and campus coordinators.



California State University, Northridge Sally Casanova Scholars.



California State University, Long Beach Sally Casanova Scholars.

FURTHER REFERENCES

Chancellor’s Doctoral Incentive Program:

<https://www2.calstate.edu/csu-system/faculty-staff/cdip>

Sally Casanova Scholars Program:

<https://www2.calstate.edu/csu-system/faculty-staff/predoc/SallyCasanovaScholars>

California Pre-Doctoral Program:

<https://www2.calstate.edu/csu-system/faculty-staff/predoc>