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Angela Lemons is a full-time Instructor in the Department of Electronics, Computer, and Information Technology at North Carolina A&T State University. She is currently working on her Doctorate degree at Nova Southeastern University in Information Systems with a concentration in Information Security. She teaches Computer Hardware and Software, Information Technology Project Management, Network Security, and other courses within the Information Technology program. Her area of research/technology interest is security. Angela Lemons and colleague Ronnie Rollins started an undergraduate degree and Master’s degree in Information Technology. This concentration started in the fall 2004 and the Master’s degree in the spring 2007. She has reviewed four articles for the International Journal of Modeling and Simulation Journal, one article for their conference, as well as reviewed several books for Boylestad's "Introductory Circuit Analysis". She has also reviewed several chapters for Prentice Hall for their A+ book and lab manual. Ms. Lemons is a Cisco Certified Academy Instructor for Cisco Certified Network Associate (CCNA), IT Essentials I (A+), IT Essentials II (Server +), and UNIX. She is currently working on her Doctorate degree at Nova Southeastern University in Information Systems with a concentration in Information Security.
Attracting and Retaining Minorities in Professorial Ranks

This paper will present the model that “___________” University has implemented to assist Instructor level faculty to obtain their terminal degree and to provide faculty development for the entire University.

There is a national shortage of minority professors. Additional funds need to be allocated to assist minorities who would like to teach. Minorities that are teaching and attending school to obtain their terminal degree should be given assistance. Currently, most faculty development opportunities place emphasis on the individual having a terminal degree. Only applicants who already has a PhD are accepted, which discourages the faculty who have a Master’s degree that are trying to obtain their Doctoral degree. It seems that someone would be trying to help faculty so they can start of their career. There should be outside organizations that will assist faculty that want to become Professors.

Students that come to “_____________ University, have opportunities to apply for various programs to pay for their tuition for college. They can get assistantships, fellowships, scholarships, and loans. The university has a program called tuition remission. This money will pay the tuition for an out of state student for an academic year. Our department also has money set aside to pay for graduate and undergraduate student workers. This benefits both the students and the faculty members. Students will not have to get a full time job and they can focus more on their studies. They also can see first hand what a professor actually does. This will help the faculty because they can be a mentor to students and also have more time to do research and apply for grants for other students.

At “__________” University faculty that do not have their PhD but that are hired as full-time faculty can receive financial assistance for tuition. There is a time limit on the money that is given out. Also, to get assistance every semester you must show academic progress. Our University also assists faculty with development grants. These grants are given to faculty members to get promotions and tenure. Faculty can attend conferences and workshops. This gives faculty members are also given a way to present completed work as well as research.

Here at “___________” University, full time faculty members are given the opportunity to further their education. There are development grants available for faculty members to obtain their doctorate degree. The faculty member must sign a contract which binds the employee to stay at the University at least two years after receiving their degree. If the contract is broken the faculty member must pay back all of the money that was given to obtain the degree. This grant pays for tuition, books, and travel associated with obtaining the degree. Offering this grant will give more minorities an opportunity to obtain a position in academia. Since, “___________” University also has a research department. In this department, there are individuals that will assist faculty members in finding money to assist them with their degree as
well. They will help them find scholarships, assistantships, and money for their dissertation. This department is well known on campus, but some of its duties are not known to all faculty members. When new faculty members are hired they should be made aware of all of the duties of the research department.

There is also another office on campus that offers faculty development grants. This department is for tenure and tenure track faculty members. This money is for faculty members to further their knowledge. The money can be used to attend conferences and workshops. There is a review process that has to be completed in order for faculty to receive the money. This will assist faculty members to stay on top of their particular research area.

We have discussed some ways in which a university can encourage more minority students to enter the professoriate. Additional steps to raise student awareness of academic careers needs to be taken at an early age. Awareness should start at the middle school level and continue to graduation. Parents and school counselors should be made aware of the opportunities that are available for professors. Some students are not aware of the process for obtaining a graduate degree or don’t think they are capable of obtaining graduate level degrees. If students have a positive role model that they can talk to and/or look up to, this may raise their awareness. Parents and school counselors should be made aware of the opportunities that are available for professors. There is a stereotype for professors that need to be broken. Students should be able to see someone like themselves in the field. I believe students should be able to have an opportunity to visit campuses to get a feel of what professors do. Professors should also visit campuses and the community to inform them of what their job duties entail. I believe that awareness and financial assistance is the key to attract more minorities to teaching.