



# **DARE Fellowship Program**

## **Diversifying Academia, Recruiting Excellence**



The DARE Fellowship Program awards two-year fellowships to advanced doctoral students who plan to pursue academic careers, and whose presence will help diversify the professoriate. **The main objectives are to better prepare students from diverse backgrounds for academic careers and to have them, in turn, serve as mentors to others.** The program expands the academic “pipeline” in two ways. It develops the capacity of excellent PhD students to have brilliant faculty careers, and it extends their reach in mentoring undergraduates to consider graduate school and academic careers.

Stanford recognizes that progress in diversifying the academic pipeline has been very slow, and that as a selective research university, it is well-positioned to expand the small pools of faculty and graduate students from diverse backgrounds. Stanford’s commitment to diversity is broadly conceived to include (but is not limited to): underrepresented racial and ethnic minorities; first-generation college students; women in natural science and engineering fields; gay, lesbian and transgendered students; disabled students; as well as others whose backgrounds and experiences would bring unique perspectives to Stanford’s educational environment.

DARE is a four-year pilot program for three cohorts of students on two-year fellowships. Twelve new Fellows will be selected each year; in all, 36 students will be DARE Fellows. The Office of the Vice Provost for Graduate Education (VPGE) administers and evaluates the program.

DARE Fellowships are much more than a funding source. The DARE Program provides an integrated set of activities with a comprehensive reach across academic levels. The potential to expand graduate and faculty diversity through establishing an internal pipeline program has been noted from different vantage points at Stanford over the past two decades, ranging from the University Committee on Minority Issues (1989), to the Provost’s Committee on the Recruitment, Retention, and Graduation of Targeted Minority Graduate Students (1994), to the Graduate Student Council’s Diversity Committee (2004 forward), to the President’s and Provost’s reaffirmation statement in 2007.

### **Program Elements**

The rationale and structure for this program are grounded in research about the educational experiences of doctoral students and the transition to faculty careers. Active participation in the community of DARE Fellows will provide support during the often-isolating dissertation stage. Peer support and encouragement will ensure timely degree completion and promote transitions into the professoriate.

The program is designed around five core components, each having demonstrated success in other university settings. This program is path breaking in that it draws them together.

**Full fellowship funding and TGR tuition for two academic years.** It is expected that these would be the final two years of the PhD program, presumably the fifth and sixth years.

**Participation in structured curriculum and experiences.** A series of seminars are required to prepare students for the full range of faculty responsibilities and to enable them to take on academic leadership roles. Seminars cover topics such as navigating the academic profession, preparing for the academic job search, effective mentoring, and academic leadership. Fellows also have opportunities to meet and shadow faculty at a range of colleges and universities.

**Mentorship with a tenured Stanford faculty member in addition to the dissertation advisor.** Faculty mentors meet regularly with their Fellows to provide career guidance. Mentors are included in DARE activities, such as serving as guest experts in seminars and participating in student projects.

**Enhancing the diversity of Stanford's graduate student population.** At some time during the two-year fellowship, DARE Fellows will develop a small project that enhances diversity in Stanford's student community. For example, Fellows could mentor Stanford undergraduates or contribute to the academic community at one of the community resource centers. Each Fellow is also funded to make a recruiting trip to talk about their research and encourage promising undergraduates to apply to graduate school.

**Acting Assistant Professor appointments.** In their second year of the program, DARE Fellows will be eligible to compete for four one-year acting assistant professor appointments in the relevant Stanford department. Those selected for these positions will gain teaching experience at Stanford, mentorship from senior faculty in that department, and time for developing publications.

## **Selection of Fellows**

The first cohort of DARE Fellows will be selected in the spring of 2008. Details about the application process will be available on the VPGE website, [vpge.stanford.edu](http://vpge.stanford.edu). Awards will be made on a competitive basis.

Applications are sought from doctoral students from all fields and programs who plan careers as college or university faculty members. Through their research accomplishments, teaching skills, and commitments to university and community service, candidates must have demonstrated potential to become academic leaders.

The following will be considered positive factors in selecting Fellows:

- TGR status, including completed dissertation prospectus
- Anticipated degree completion within two academic years
- Plans for a career as a faculty member in US college or university
- Demonstrated quality of diversity in the context of one's primary academic field, such as (but not limited to) ethnicity, socioeconomic status, gender, sexual orientation, or disability.
- Engagement with one or more communities that are underrepresented in the academy, and an ability to use diversity as a resource for enriching the education of others.