

Progress Report on Diversification of Faculty and Departmental Leadership, College of Arts and Sciences

October 31, 2008

Historical Trends and Current Patterns in Composition of the Faculty

Tables 1 and 2 report the composition of the College's faculty by race and gender over the last eight years. In 2007-08, slightly over one third of the members of the faculty were female, and just over three percent were African American. Ten percent reported race and ethnicity as 'other'. These percentages represent slight increases over the 2006-07 year.

The total number of female faculty members increased by one from 06-07 and the total number of African American faculty increased by one during the same time period. The number of faculty reporting status as Hispanic, African, and Native American increased by five in this academic year.

Table 5 presents the gender of faculty by academic rank. In 2007-08, the number of females holding full professor rank remained stable.

Table 6 illustrates the percentage of African Americans by rank, with the highest percentages holding Assistant Professor rank. The College has no African Americans at the rank of Full Professor since a retirement in 2005. The number of African American Associate Professors increased by 1 in 07-08, while the number of instructors decreased slightly.

To place the numbers on race in context, a recent article in the Chronicle of Higher Education reported that approximately 5 percent of full time faculty members at U.S. colleges and universities are African American. Only 2.3 percent of faculty members at predominately white universities, however, were from this racial group (Wilson 2002). The most recent NSF Study of Doctorate Recipients (Hoffer et al, 2003) found that 6.3 percent of doctorates earned by U.S. citizens in 2002 were awarded to African Americans. This percentage varied by discipline, from a low of 1.1 percent in Earth, Atmospheric and Marine Sciences (only 5 doctorates awarded to African Americans out of 467), to a high of 10.8 percent in Communications (30 of 278).

Current Patterns in Leadership

Of the 19 departmental chairs in the College, three are female, two of whom were appointed for the start of the 2008-09 academic year. Previously, the College only had one permanent full time department chair that was female. None of the current chairs are African American. Of the four Interdisciplinary Degree Programs in the College (International Studies, Gender Studies, African American Studies, and Gerontology), two are headed by females, and one by an African American male.

Of the two Associate Deans in the College, one is a Caucasian female and one Asian male. The Dean is a Caucasian male. Of the two Assistants to the Dean with faculty rank, one is Caucasian female, and the other is an African American male.

Conclusions on Annual Progress

The past year saw mixed results in meeting diversity goals.

Conclusions Regarding Progress in Achieving Racial Diversity: The total number of African American faculty increased by one in the 2007-08 year over the 2006-07 year.

Conclusions Regarding Progress in Achieving Gender Diversity: The total number of female full professors remained at 6 in 07-08 from 06-07. In 2008-09, the number of female department chairs increased from two to three.

Conclusions Regarding Ethnic/Racial Diversity: The total number of faculty identifying themselves as “other”, a category including Hispanic/Latino, Asian, or Native American, continues to increase. The College may wish to examine this pattern to see where such ethnicity gains are being made.

Diversity Priorities

These findings suggest that the primary diversity concerns in the College remain:

- 1) The percentage of the faculty that is African American is lower than the percentage of African Americans currently completing PhD=s or other terminal degrees in many disciplines, but is slightly higher than the average percentage employed at predominately white, U.S. universities.
- 2) African American faculty members are employed disproportionately in lower academic ranks.
- 3) Female faculty members are employed disproportionately in ranks below the rank of Professor.
- 4) Female and African Americans participation in leadership roles has improved in the College during the last several academic years, with two new female departmental chairs, one new female Assistant to the Dean, and one new African American Assistant to the Dean.

Diversity Goals

Over the next five years, the College will attempt to:

- 1). Increase the number and percentage of African American faculty members;
- 2). Increase the number and percentage of African American faculty members who are at the rank of Assistant Professor and above;
- 3). Increase the number and percentage of females and African Americans in positions of leadership in the College.

In addition, we anticipate that the number and percentage of female faculty members occupying the rank of Professor will increase over the next five years.

Action Plan

In order to meet these goals, the College will take the following actions over the course of the next five years:

- 1) The College will continue to monitor trends in female and African American employment, and report on progress toward meeting its diversity goals on an annual basis.
- 2) All search committees that identify strong African Americans in the pool of applicants will be encouraged to bring these candidates to campus for an interview. Any additional interview costs will be borne by the College.
- 3) Chairs and faculty members will be encouraged to recruit actively among colleagues in their professional networks to encourage qualified African Americans to apply for open positions.
- 4) Search committees that identify African American candidates will utilize the campus hosting committee to assist with recruitment.
- 5) Whenever possible, non-tenure track, Instructor positions that are currently filled by highly qualified African Americans will be converted to tenure track, Assistant Professor positions.
- 6) The College will request approval to recruit for at least one new Assistant Professor position with specialization in African American Studies. The position will require primary specialization in a discipline for which USA offers an academic major, but will also require research and teaching specializations in African American Studies. We were able to recruit such a faculty member for the current year at the Associate Professor level.
- 7) Departments may request the creation of an additional position if a highly qualified African American candidate is identified. If resources permit, new positions may be created. The decision to create the position will be made on a case by case basis, depending on the need for additional staffing in that program, other program needs, the credentials of the candidate, and the availability of resources.
- 8) To assist with retention of African American faculty members, the College will monitor resource allocation decisions to ensure that all faculty benefits, including travel allowances, start up funding, research reassignments, and internally funded research grants continue to be distributed on an equitable basis.
- 9) The College will continue to monitor promotion of female faculty members to higher faculty ranks and to positions of leadership.
- 10) As leadership positions open (including Chairs, Program Directors, Associate Deans, and Assistants to the Dean), African American and female candidates will be encouraged to apply and will be given full consideration for appointments.

References

Hoffer, T.B., S. Sederstrom, L. Selfa, V. Welch, M. Hess, S. Brown, S. Reyes, K. Webber, and I. Guzman-Barron. 2003. *Doctorate Recipients from United States Universities: Summary Report 2002*. Chicago: National Opinion Research Center. (The report gives the results of data collected in the Survey of Earned Doctorates, conducted for six Federal agencies, NSF, NIH, USED, NEH, USDA, and NASA by NORC.)

Wilson, Robin (2002). "Stacking the Deck for Minority Candidates?" *Chronicle of Higher Education*, July 12, 2002, pp A10-12.