Office of Strategic Planning and Institutional Diversity (OSPID)

• Vice President for Strategic Planning and Institutional Diversity: Michael Reed
  – Constituents:
    • Trustees, Senior Staff, Faculty, Staff, Students, Alumni
  – Committees:
    • Sexual Assault and Misconduct Committee
    • Diversity Action Research Team (DART)
    • Liberal Arts Diversity Officers (LADO)
Associate Dean for Institutional Diversity: Carmen Whalen

- **Constituents:** Faculty

- **Goals:**
  I. To help the College create a diverse community where everyone can live, learn, and thrive, specifically as pertains to faculty
  II. To assist in the recruitment, retention, and development of a diverse faculty
  III. To work with all faculty in building an inclusive community for all faculty, staff, and students
  IV. As part of the OSPID team, to work on issues of diversity and inclusion college-wide and beyond

- **Committees:** Facilitates Claiming Williams Steering Committee
Multicultural Center:
Lili Rodríguez, Director

• Constituents: Students, Faculty, Staff, Alumni

• Centers:
  I. Center for Study of Critical Difference
  II. Transformative Education and Leadership
  III. Gender and Sexuality Resource Center
Special Academic Programs: 
Molly Magavern, Director

• Constituents: Students, Faculty, Alumni

• Programs:
  – Mellon Mays Undergraduate Research Fellowships
  – Williams College Undergraduate Research Fellowships
  – Summer Sciences and Summer Humanities
FACULTY DIVERSITY, INCLUSION AND THRIVING
Faculty Involvement
Diversity initiatives

- Claiming Williams
- Mentoring faculty discussion series
- Faculty recruitment
Faculty Thriving

• Framework for assessing how College is doing in terms of faculty thriving (In collaboration with DART)
  – Diversity among current faculty: Reported at Faculty Meeting Spring 2011, Data on OSPID website
  – Salary Equity: (FCC report on gender in fall 2011)
  – Leadership: Key positions, elected and appointed
  – Faculty Satisfaction: HERI Faculty Survey (every three years)
## Hiring Summaries for Women and Faculty of Color

### Female Hiring

<table>
<thead>
<tr>
<th>Division</th>
<th>2001-02 FOR</th>
<th>2003-04 FOR</th>
<th>2005-06 FOR</th>
<th>2007-08 FOR</th>
<th>2008-09 FOR</th>
<th>2009-10 FOR</th>
<th>2010-11 FOR</th>
<th>2011-12 FOR</th>
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</table>

| Division I   | 5/6 83% | 1/5 20% | 1/2 50% | 0/1 0% | 0/2 0% | 0/0 0% | 0/0 0% | 0/0 0% |
| Division II  | 4/9 44% | 2/4 50% | 3/5 60% | 3/7 43% | 1/4 25% | 2/3 66% | 1/2 50% | 2/5 40% |
| Division III | 2/5 40% | 1/3 33% | 1/3 33% | 0/4 0% | 2/2 100% | 1/1 100% | 0/1 0% | 2/3 66% |
| Programs     | na       | na       | 2/3 66% | 0/2 0% | 1/1 100% | 0/1 0% | 3/4 75% | 0/1 0% |
| Athletics    | 2/2 100% | 0/1 0% | 1/1 100% | 0/3 0% | 2/2 100% | 0/2 0% | 2/3 66% | 1/1 100% |

**TOTALS**   13/22 59%  4/13 30%  8/14 57%  3/17 18%  6/11 55%  3/7 42%  6/10 60%  5/10 50%

### Minority Hiring

<table>
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<tr>
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<th>2003-04 FOR</th>
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</tr>
</thead>
</table>

| Division I   | 4/6 66% | 1/5 20% | 1/2 50% | 1/1 100% | 0/2 0% | 0/0 0% | 0/0 0% | 0/0 0% |
| Division II  | 2/9 22% | 0/4 0% | 0/5 0% | 2/7 29% | 1/4 25% | 1/3 33% | 0/2 0% | 1/5 20% |
| Division III | 1/5 20% | 0/3 0% | 0/3 0% | 2/4 50% | 2/2 100% | 1/1 100% | 0/1 0% | 2/3 66% |
| Programs     | na       | na       | 2/3 66% | 2/2 100% | 1/1 100% | 1/1 100% | 2/4 50% | 0/1 0% |
| Athletics    | 0/2 0% | 0/1 0% | 0/1 0% | 1/3 33% | 0/2 0% | 1/2 50% | 0/3 0% | 1/1 100% |

**TOTALS**   7/22 31%  1/13 7%  3/14 21%  8/17 47%  4/11 36%  4/7 57%  2/10 20%  4/10 40%

Source: Office of the Dean of the Faculty
Timing of Non-Minority and Minority Faculty Attrition

Retention of non-Minority faculty 1989-2000 (n=117)
- Resigned before reappointment review: 10, 8%
- Left due to tenure decision: 22, 19%
- Resigned after receiving tenure: 3, 3%
- Remaining at Williams: 60, 51%

Retention of Minority faculty 1989-2000 (n=22)
- Resigned before reappointment review: 2, 9%
- Left due to tenure decision: 5, 23%
- Resigned after receiving tenure: 2, 9%
- Remaining at Williams: 9, 41%

Retention of non-Minority faculty 2001-2012 (n=115)
- Resigned before reappointment review: 13, 11%
- Resigned after reappointment, but before tenure decision: 13, 11%
- Left due to tenure decision: 6, 5%
- Resigned after receiving tenure: 2, 2%
- Remaining at Williams: 81, 71%

Retention of Minority faculty 2001-2012 (n=44)
- Resigned before reappointment review: 4, 9%
- Resigned after reappointment, but before tenure decision: 5, 11%
- Left due to tenure decision: 2, 5%
- Remaining at Williams: 33, 75%
Timing of Male and Female Faculty Attrition

**Retention of Male Faculty 1989-2000**
(n=72)

- Resigned before reappointment review, 4, 6%
- Left due to reappointment review, 1, 1%
- Resigned after reappointment, but before tenure decision, 10, 14%
- Resigned after receiving tenure, 4, 6%
- Remaining at Williams, 39, 54%

**Retention of Female Faculty 1989-2000**
(n=67)

- Resigned before reappointment review, 8, 12%
- Left due to reappointment review, 1, 2%
- Resigned after reappointment, but before tenure decision, 14, 21%
- Left due to tenure decision, 13, 19%
- Resigned after receiving tenure, 1, 1%
- Remaining at Williams, 30, 45%

**Retention of Male Faculty 2001-2012**
(n=89)

- Resigned before reappointment review, 12, 14%
- Resigned after reappointment, but before tenure decision, 12, 13%
- Left due to tenure decision, 7, 8%
- Resigned after receiving tenure, 1, 1%
- Remaining at Williams, 57, 64%

**Retention of Female faculty 2001-2012**
(n=70)

- Resigned before reappointment review, 5, 7%
- Resigned after reappointment, but before tenure decision, 6, 9%
- Left due to tenure decision, 1, 1%
- Resigned after receiving tenure, 1, 1%
- Remaining at Williams, 57, 82%
Timing of Non-Minority and Minority Faculty Attrition: All Years

Retention of non-Minority faculty 1989-2012

(n=232)

- Resigned before reappointment review, 23, 10%
- Left due to reappointment review, 1, 0%
- Resigned after reappointment, but before tenure decision, 34, 15%
- Left due to tenure decision, 28, 12%
- Resigned after receiving tenure, 5, 2%
- Remaining at Williams, 141, 61%

Retention of Minority faculty 1989-2012

(n=66)

- Resigned before reappointment review, 6, 9%
- Left due to reappointment review, 1, 1%
- Resigned after reappointment, but before tenure decision, 8, 12%
- Left due to tenure decision, 7, 11%
- Resigned after receiving tenure, 2, 3%
- Remaining at Williams, 42, 64%
Timing of Male and Female Faculty Attrition: All Years

Retention of Male Faculty 1989-2012 (n=161)
- Resigned before reappointment review, 16, 10%
- Left due to reappointment review, 1, 0%
- Resigned after reappointment, but before tenure decision, 22, 14%
- Left due to tenure decision, 21, 13%
- Resigned after receiving tenure, 5, 3%
- Remaining at Williams, 96, 60%

Retention of Female faculty 1989-2012 (n=137)
- Resigned before reappointment review, 13, 9%
- Left due to reappointment review, 1, 1%
- Resigned after reappointment, but before tenure decision, 20, 15%
- Left due to tenure decision, 14, 10%
- Resigned after receiving tenure, 2, 1%
- Remaining at Williams, 87, 64%
Total Tenure-Track Faculty by Race & Gender
(FT Teaching Headcount, Excluding Athletics)

- Total
- Women
- US Minority

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<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>Women</th>
<th>US Minority</th>
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<td>1995-96</td>
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<td>1996-97</td>
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<tr>
<td>2011-12</td>
<td>248</td>
<td>100 (40%)</td>
<td>51 (21%)</td>
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