

# OSPID Report on Faculty Diversity, Inclusion, and Thriving

Faculty Meeting Presentation

April 4, 2012

# **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
  - Retention: 2000-2011: Compared to Diversity Initiatives Data (1989-2000)
  - 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

	<u>2001-02 FOR</u> <u>2002-03</u>	<u>2003-04 FOR</u> <u>2004-05</u>	<u>2005-06 FOR</u> <u>2006-07</u>	<u>2007-08 FOR</u> <u>2008-09</u>	<u>2008-09 FOR</u> <u>2009-10</u>	<u>2009-10 FOR</u> <u>2010-11</u>	<u>2010-11 FOR</u> <u>2011-12</u>	<u>2011-12 FOR</u> <u>2012-13 (Est.)</u>
<u>Division I</u>	5/6 83%	1/5 20%	1/2 50%	0/1 0%	0/2 0%	0/0 0%	0/0 0%	0/0 0%
<u>Division II</u>	4/9 44%	2/4 50%	3/5 60%	3/7 43%	1/4 25%	2/3 66%	1/2 50%	2/5 40%
<u>Division III</u>	2/5 40%	1/3 33%	1/3 33%	0/4 0%	2/2 100%	1/1 100%	0/1 0%	2/3 66%
<u>Programs</u>	na	na	2/3 66%	0/2 0%	1/1 100%	0/1 0%	3/4 75%	0/1 0%
<u>Athletics</u>	2/2 100%	0/1 0%	1/1 100%	0/3 0%	2/2 100%	0/2 0%	2/3 66%	1/1 100%
<u>TOTALS</u>	13/22 59%	4/13 30%	8/14 57%	3/17 18%	6/11 55%	3/7 42%	6/10 60%	5/10 50%

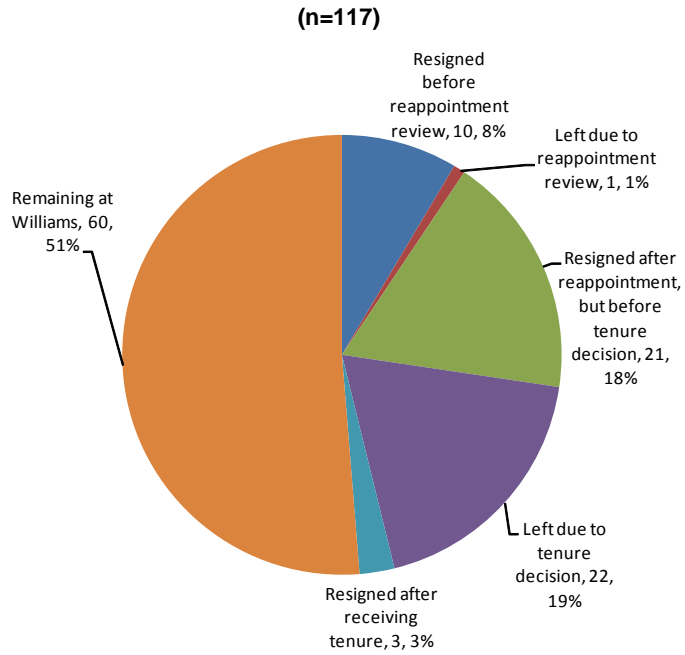
## Minority Hiring

	<u>2001-02 FOR</u> <u>2002-03</u>	<u>2003-04 FOR</u> <u>2004-05</u>	<u>2005-06 FOR</u> <u>2006-07</u>	<u>2007-08 FOR</u> <u>2008-09</u>	<u>2008-09 FOR</u> <u>2009-10</u>	<u>2009-10 FOR</u> <u>2010-11</u>	<u>2010-11 FOR</u> <u>2011-12</u>	<u>2011-12 FOR</u> <u>2012-13 (Est.)</u>
<u>Division I</u>	4/6 66%	1/5 20%	1/2 50%	1/1 100%	0/2 0%	0/0 0%	0/0 0%	0/0 0%
<u>Division II</u>	2/9 22%	0/4 0%	0/5 0%	2/7 29%	1/4 25%	1/3 33%	0/2 0%	1/5 20%
<u>Division III</u>	1/5 20%	0/3 0%	0/3 0%	2/4 50%	2/2 100%	1/1 100%	0/1 0%	2/3 66%
<u>Programs</u>	na	na	2/3 66%	2/2 100%	1/1 100%	1/1 100%	2/4 50%	0/1 0%
<u>Athletics</u>	0/2 0%	0/1 0%	0/1 0%	1/3 33%	0/2 0%	1/2 50%	0/3 0%	1/1 100%
<u>TOTALS</u>	7/22 31%	1/13 7%	3/14 21%	8/17 47%	4/11 36%	4/7 57%	2/10 20%	4/10 40%

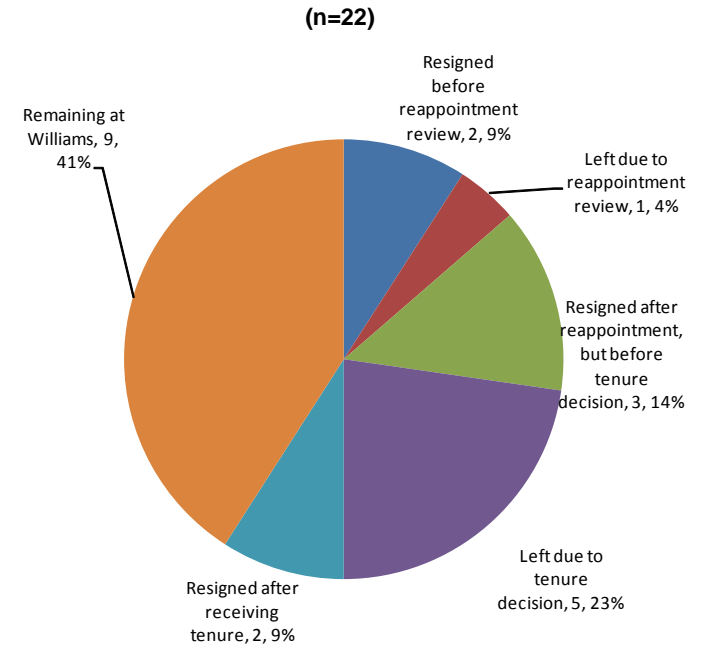
Source: Office of the Dean of the Faculty

# Timing of Non-Minority and Minority Faculty Attrition

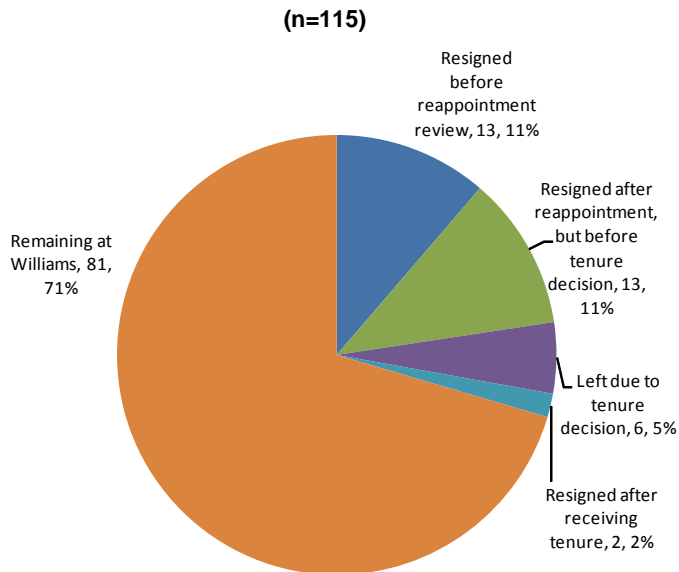
## Retention of non-Minority faculty 1989-2000



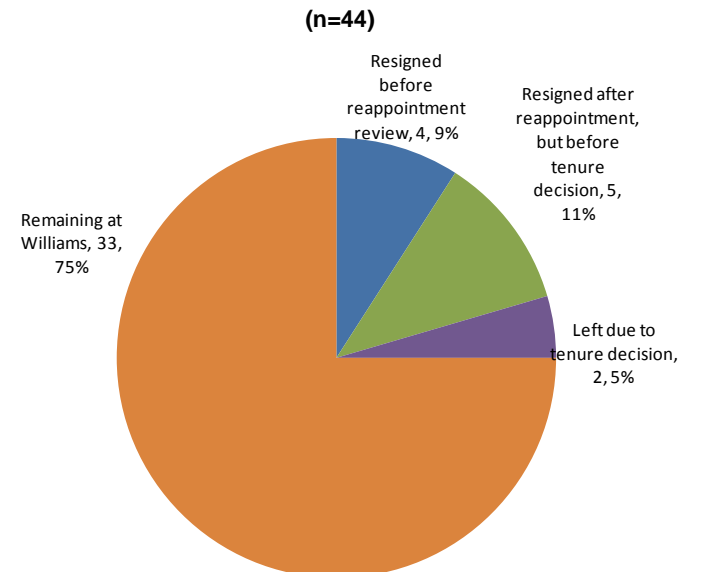
## Retention of Minority faculty 1989-2000



## Retention of non-Minority faculty 2001-2012

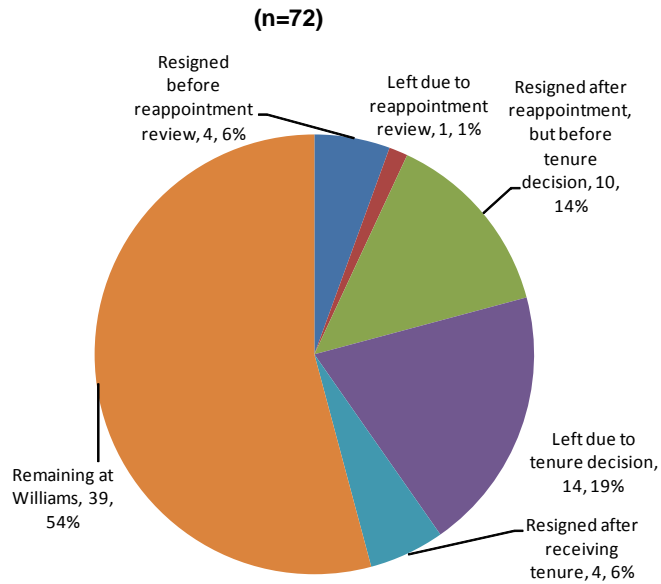


## Retention of Minority faculty 2001-2012

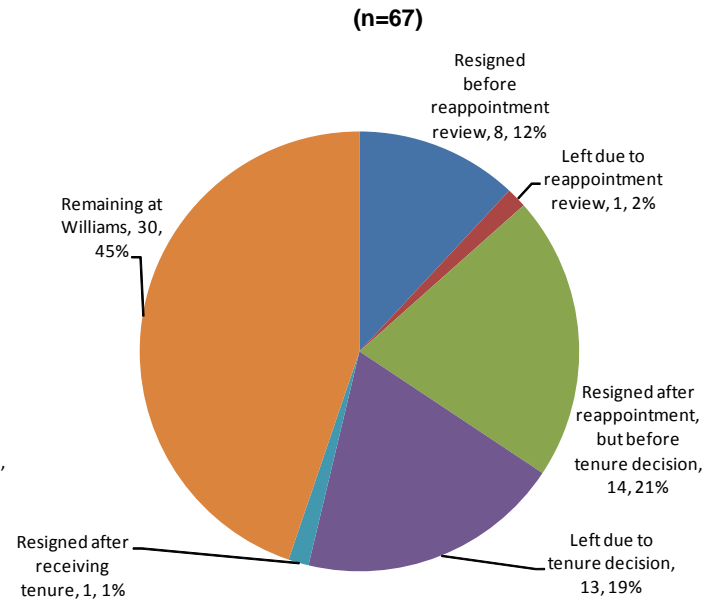


# Timing of Male and Female Faculty Attrition

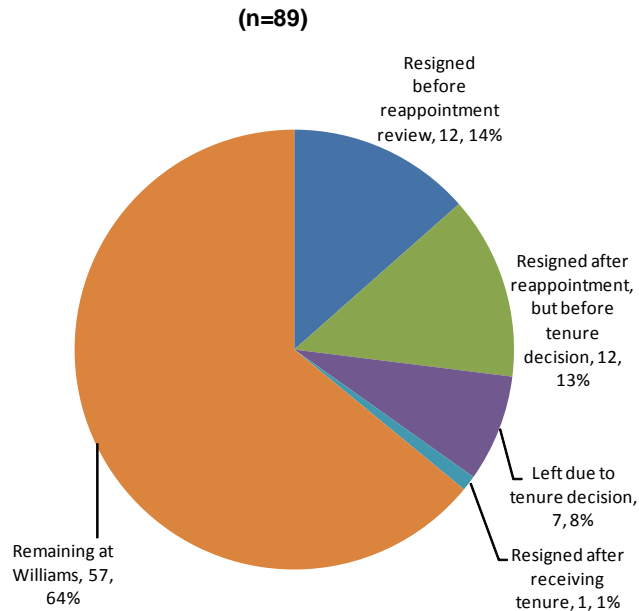
## Retention of Male Faculty 1989-2000



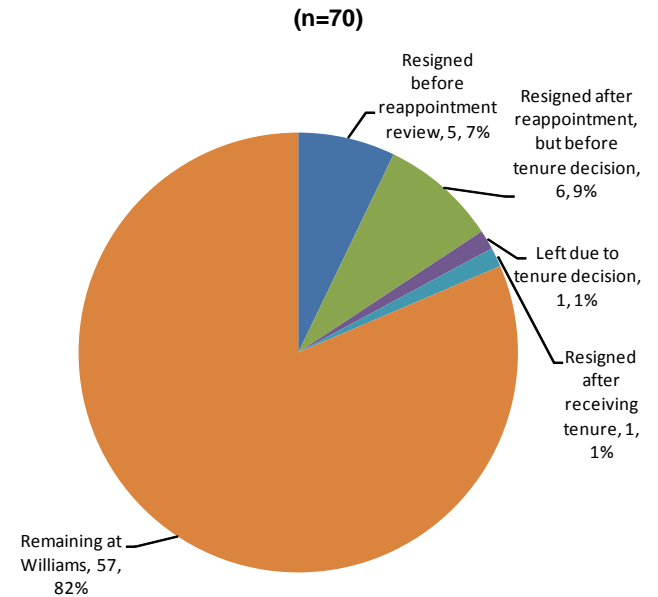
## Retention of Female faculty 1989-2000



## Retention of Male Faculty 2001-2012



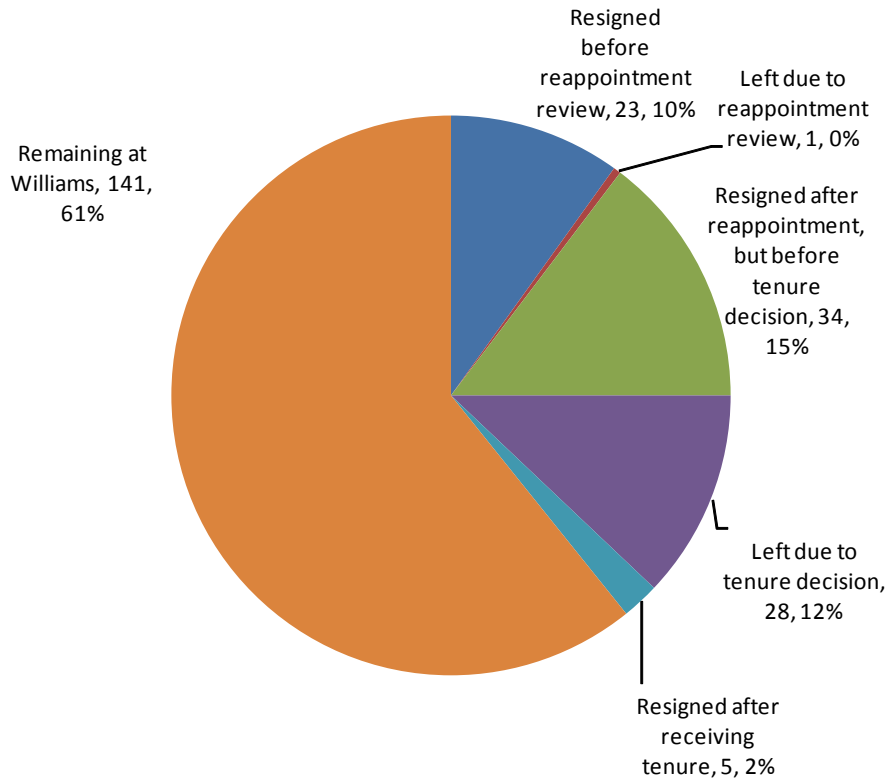
## Retention of Female faculty 2001-2012



# Timing of Non-Minority and Minority Faculty Attrition: All Years

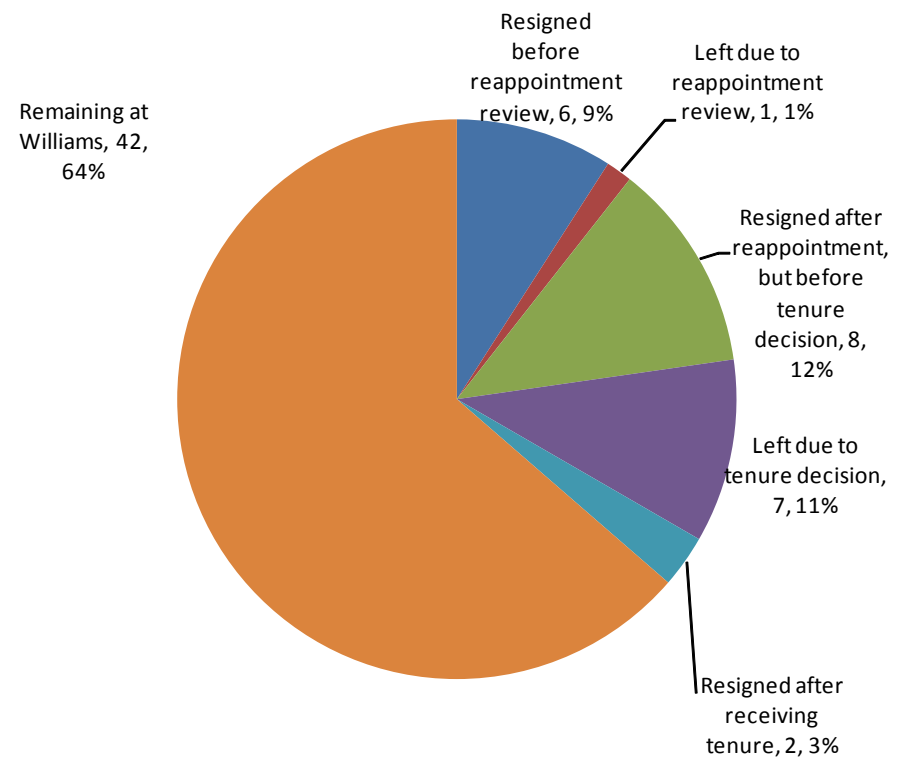
## Retention of non-Minority faculty 1989-2012

(n=232)



## Retention of Minority faculty 1989-2012

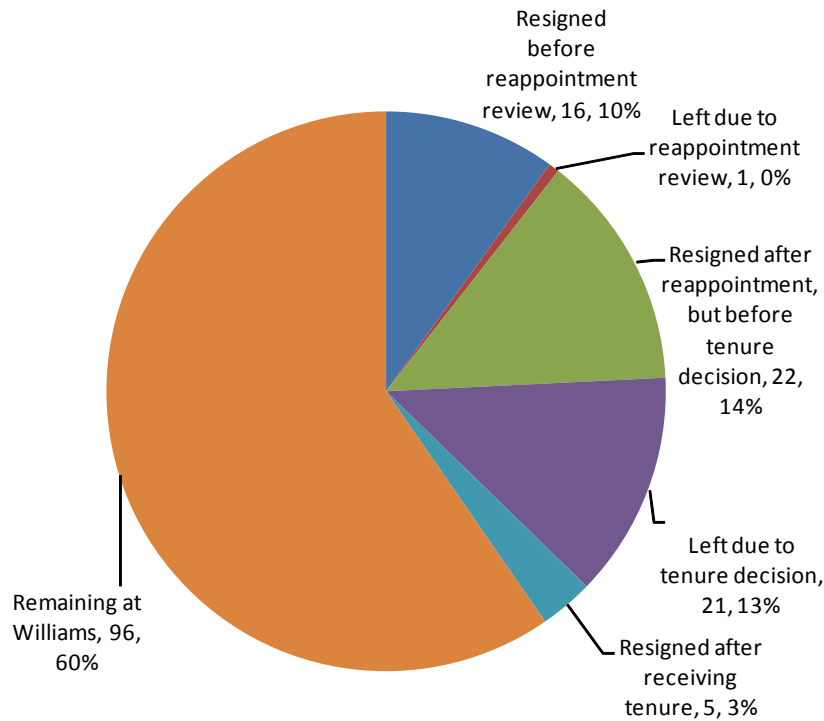
(n=66)



# Timing of Male and Female Faculty Attrition: All Years

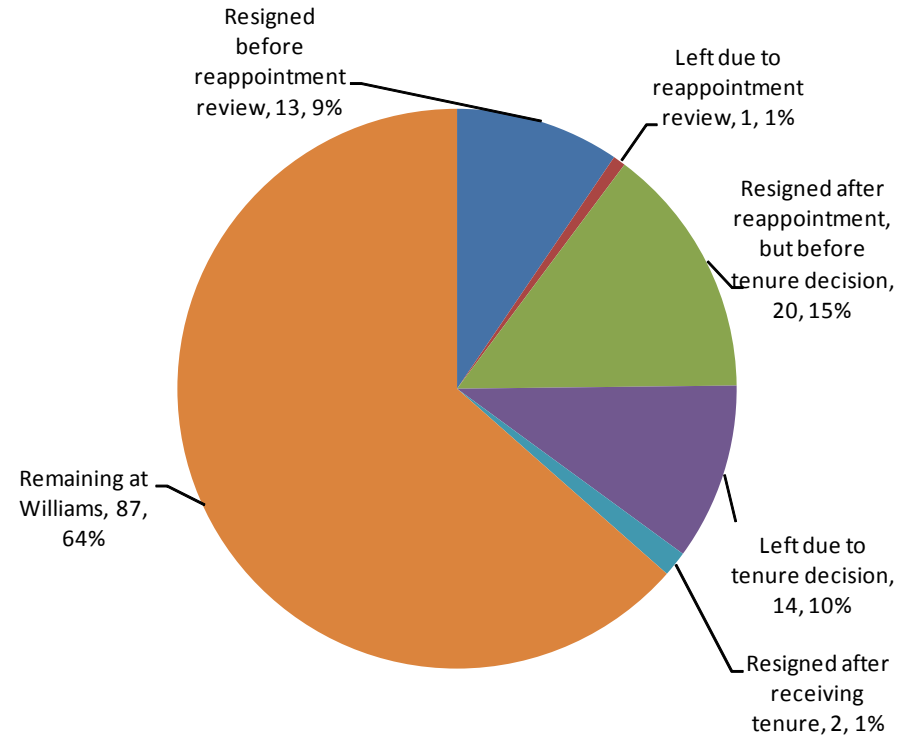
## Retention of Male Faculty 1989-2012

(n=161)



## Retention of Female faculty 1989-2012

(n=137)



# Total Tenure-Track Faculty by Race & Gender

(FT Teaching Headcount, Excluding Athletics)

