

Faculty Meeting

April 13, 2011

Report on Faculty Diversity and
Office of Strategic Planning and
Institutional Diversity

Office Structure and Function

Structure/Composition

Vice President for Strategic Planning and Institutional Diversity
Associate Dean for Institutional Diversity
Multicultural Center
Special Academic Programs

Committees

Diversity Action Research Team (DART)
Liberal Arts Diversity Officers (LADO)

Constituents

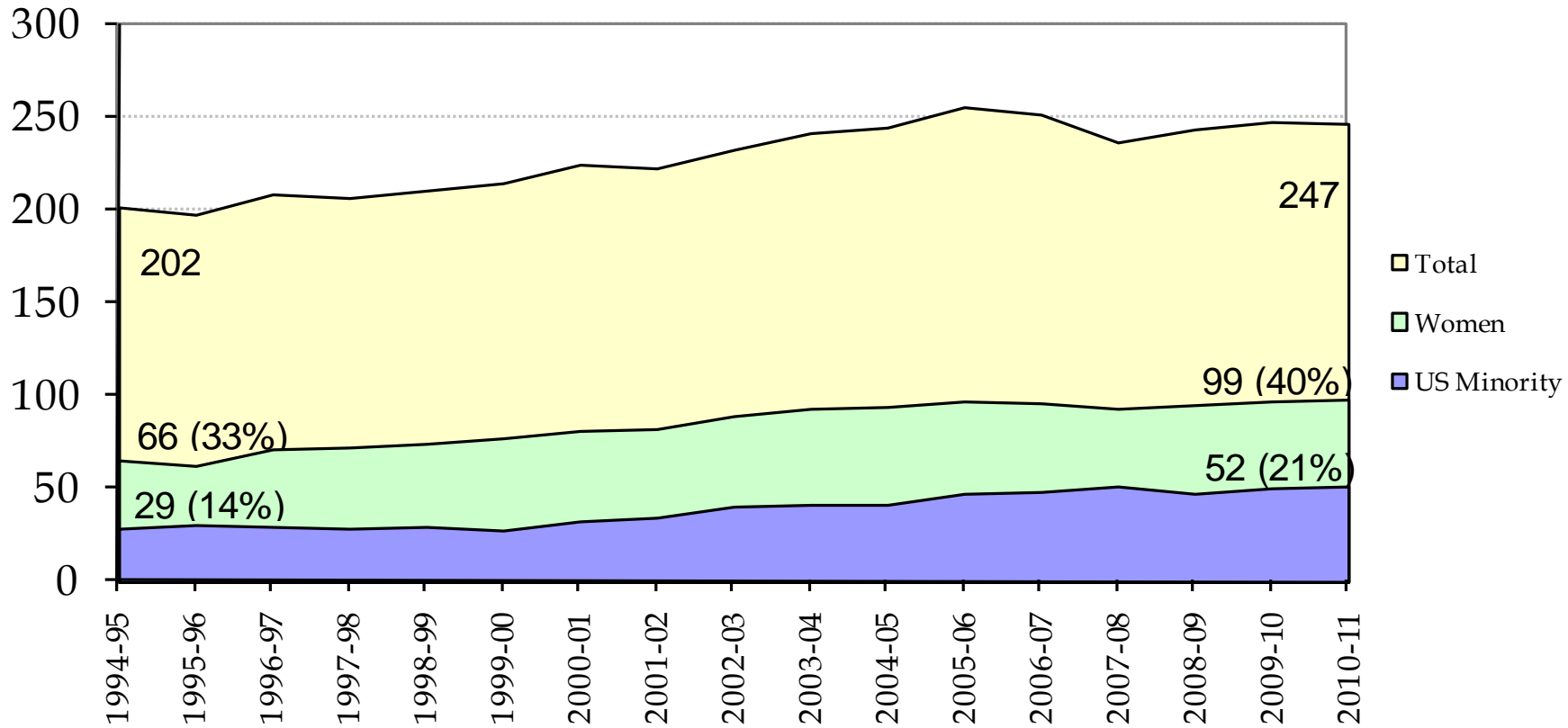
Trustees
Senior Staff
Faculty
Staff
Students
Alumni

Faculty Count

Faculty Count, Recruitment, and Hiring

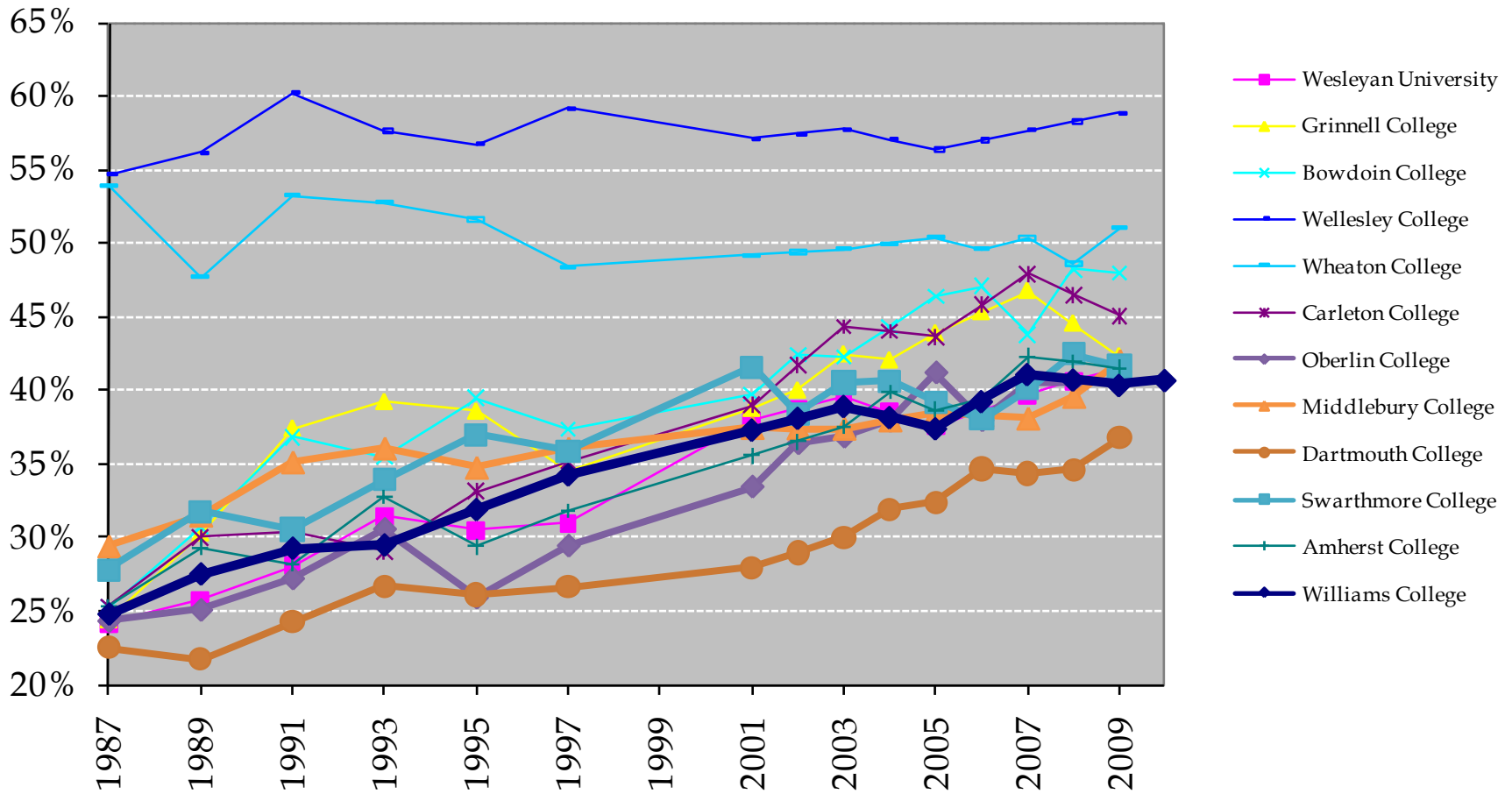
Total Tenure-Track Faculty by Race & Gender

(FT Teaching Headcount, Excluding Athletics)



Women as a % of Full Time Faculty

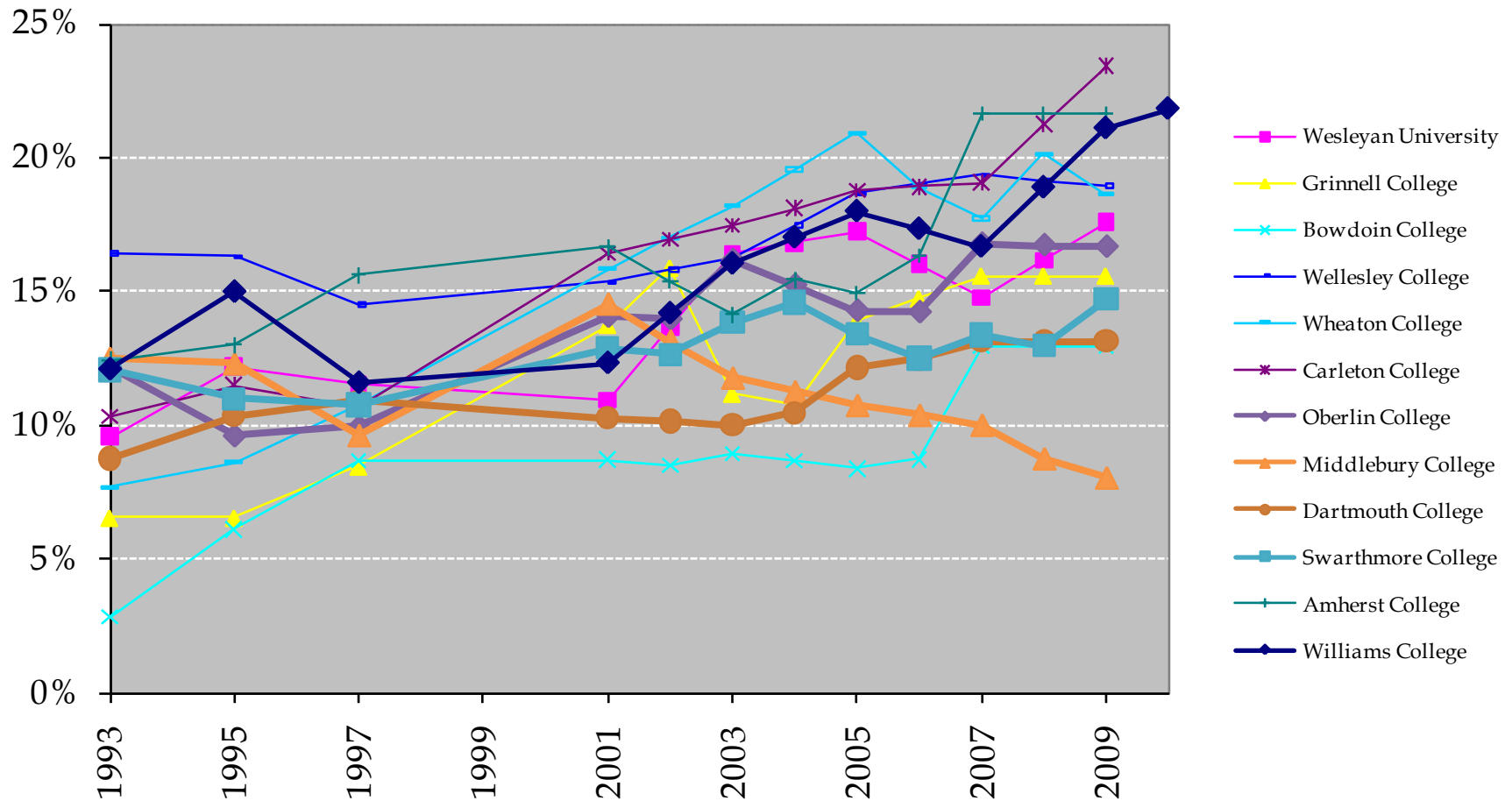
Williams and Peers, Trend



Source: IPEDS peer analysis system

U.S. Racial Minorities as a % of Full Time Faculty

Williams and Peers, Trend



Source: IPEDS peer analysis system

Hiring Summaries for Women and Faculty of Color

Female Hiring

	2001-02 FOR 2002-03	2002-03 FOR 2003-04	2003-04 FOR 2004-05	2004-05 FOR 2005-06	2005-06 FOR 2006-07	2006-07 FOR 2007-08	2007-08 FOR 2008-09	2008-09 FOR 2009-10	2009-10 FOR 2010-11	2010-11 FOR 2011-12 (Est.)
<u>Division I</u>	5/6 83%	1/6 16%	1/5 20%	0/4 0%	1/2 50%	1/1 100%	0/1 0%	0/2 0%	0/0 0%	0/0 0%
<u>Division II</u>	4/9 44%	5/12 42%	2/4 50%	5/8 62%	3/5 60%	2/5 40%	3/7 43%	1/4 25%	2/3 66%	1/2 50%
<u>Division III</u>	2/5 40%	3/5 60%	1/3 33%	0/3 0%	1/3 33%	1/1 100%	0/4 0%	2/2 100%	1/1 100%	0/1 0%
<u>Programs</u>	na	na	na	1/2 50%	2/3 66%	1/1 100%	0/2 0%	1/1 100%	0/1 0%	2/2 100%
<u>Athletics</u>	2/2 100%	1/3 33%	0/1 0%	0/0 0%	1/1 100%	1/2 50%	0/3 0%	2/2 100%	0/2 0%	0/0 0%
<u>TOTALS</u>	13/22 59%	10/26 40%	4/13 30%	6/17 35%	8/14 57%	6/10 60%	3/17 18%	6/11 55%	3/7 42%	3/5 60%

Minority Hiring

	2001-02 FOR 2002-03	2002-03 FOR 2003-04	2003-04 FOR 2004-05	2004-05 FOR 2005-06	2005-06 FOR 2006-07	2006-07 FOR 2007-08	2007-08 FOR 2008-09	2008-09 FOR 2009-10	2009-10 FOR 2010-11	2010-11 FOR 2011-12 (Est.)
<u>Division I</u>	4/6 66%	0/6 0%	1/5 20%	2/4 50%	1/2 50%	0/1 0%	1/1 100%	0/2 0%	0/0 0%	0/0 0%
<u>Division II</u>	2/9 22%	3/12 25%	0/4 0%	2/8 25%	0/5 0%	1/5 20%	2/7 29%	1/4 25%	1/3 33%	0/2 0%
<u>Division III</u>	1/5 20%	1/5 20%	0/3 0%	0/3 0%	0/3 0%	0/1 0%	2/4 50%	2/2 100%	1/1 100%	0/1 0%
<u>Programs</u>	na	na	na	2/2 100%	2/3 66%	0/1 0%	2/2 100%	1/1 100%	1/1 100%	2/2 100%
<u>Athletics</u>	0/2 0%	0/3 0%	0/1 0%	0/0 0%	0/1 0%	0/2 0%	1/3 33%	0/2 0%	1/2 50%	0/0 0%
<u>TOTALS</u>	7/22 31%	4/26 15%	1/13 7%	6/17 35%	3/14 21%	1/10 10%	8/17 47%	4/11 36%	4/7 57%	2/5 40%

Trustee/Alumni Update

Increase African-American, Latina/o and queer representation at trustee level

Conduct alumni survey and regional focus groups to better understand how to engage diverse alumni

Create a more robust trustee pipeline

Harassment/Misconduct Policy Committee

Purpose

Better coordination of services and support

Membership

RASAN, Health Services, Campus Security, Human Resources, Dean of the College, Multicultural Center, and Athletics

Initial Focus

Harassment training and review of new guidelines
Clear, consistent, and standardized website information and resources

DART Research Project

Navigating Williams: In Their Own Words

Purpose

To use data to better understand emerging issues of diversity and inclusion as well as propose institutional strategies to facilitate building a community where all can live, learn, and thrive

Membership

Director of Special Academic Programs

Director of Institutional Research

Director Multicultural Center

Associate Dean, Dean's Office

Associate Dean for Institutional Diversity

Dean of the College

VP for Strategic Planning and Institutional Diversity

Video Project

Produce a series of first-generation student videos that share best practices for successfully navigating Williams. Topics pertain to individual and group identity, understanding and leveraging the liberal arts experience, etc.

Staff Performance Development

Purpose

To develop a comprehensive approach to the employment relationship that begins at hire and orientation and focuses on developing a positive, constructive working relationship between the supervisor and the employee

Process/Timeline

Begins spring 2011 with senior staff and direct reports. Fall 2011 expand to next level

Implications for Faculty

Need to modify the process to accommodate department and program chairs who supervise administrative and support staff