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)

- Total: 247
- Women: 99 (40%)
- US Minority: 52 (21%)
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

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<tr>
<td>Division I</td>
<td>5/6 83%</td>
<td>1/6 16%</td>
<td>0/4 0%</td>
<td>1/2 50%</td>
<td>1/1 100%</td>
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<tr>
<td>Division II</td>
<td>4/9 44%</td>
<td>5/12 42%</td>
<td>2/4 50%</td>
<td>5/8 62%</td>
<td>3/5 60%</td>
<td>2/5 40%</td>
<td>3/7 43%</td>
<td>1/4 25%</td>
<td>2/3 66%</td>
<td>1/2 50%</td>
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<tr>
<td>Division III</td>
<td>2/5 40%</td>
<td>3/5 60%</td>
<td>1/3 33%</td>
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<td>1/3 33%</td>
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<td>Programs</td>
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<td>2/3 66%</td>
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<td>Athletics</td>
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<td>TOTALS</td>
<td>13/22 59%</td>
<td>10/26 40%</td>
<td>4/13 30%</td>
<td>6/17 35%</td>
<td>8/14 57%</td>
<td>6/10 60%</td>
<td>3/17 18%</td>
<td>6/11 55%</td>
<td>3/7 42%</td>
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### Minority Hiring

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<tr>
<td>TOTALS</td>
<td>7/22 31%</td>
<td>4/26 15%</td>
<td>1/13 7%</td>
<td>6/17 35%</td>
<td>3/14 21%</td>
<td>1/10 10%</td>
<td>8/17 47%</td>
<td>4/11 36%</td>
<td>4/7 57%</td>
<td>2/5 40%</td>
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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.