

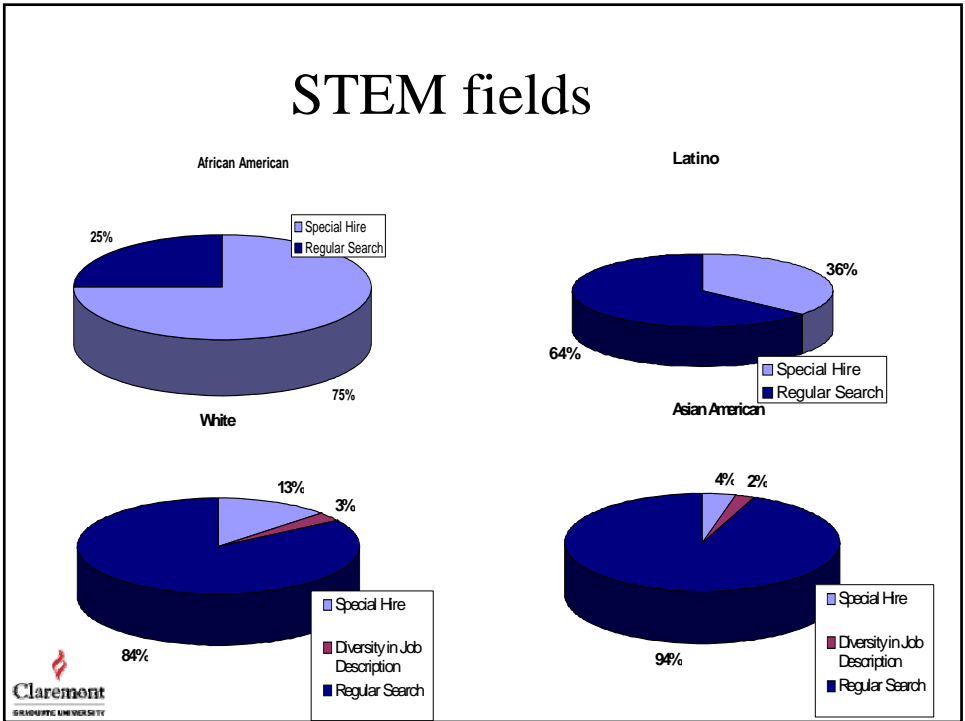
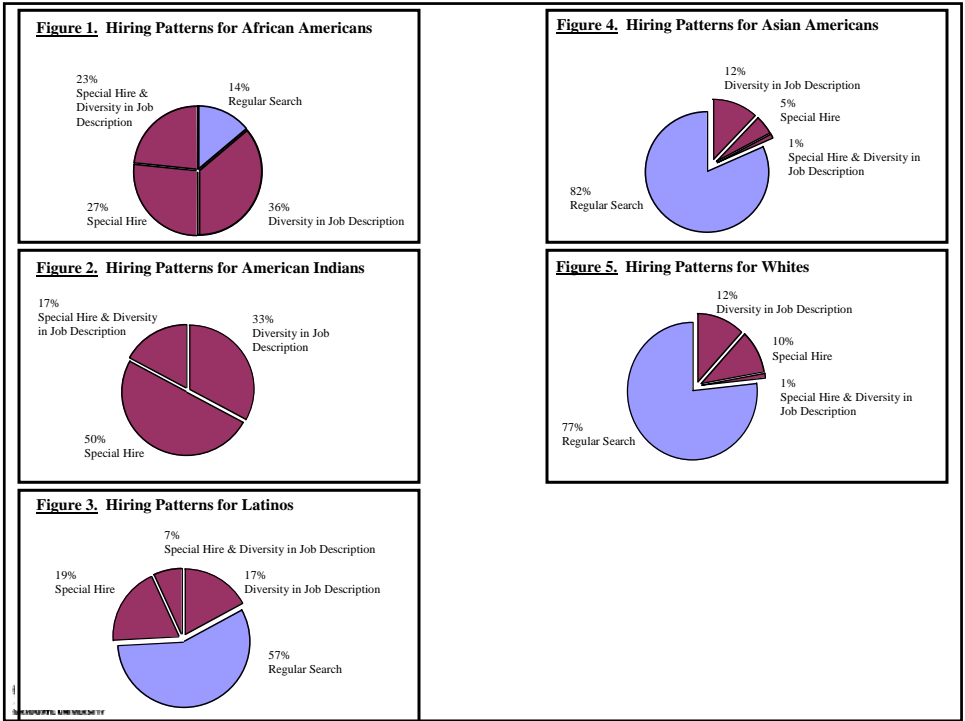
DIVERSIFYING THE FACULTY FOR THE NEXT GENERATION

MIT9
April 2007

BACKGROUND STUDIES

- ◆ DEBUNKING THE MYTHS
- ◆ CONDITIONS OF HIRING
- ◆ IRVINE BUILDING CAPACITY AND MONITORING PROGRESS
 - FACULTY HIRING
 - HIRING RATE
 - TURNOVER
 - GRADUATE STUDENTS

Interrupting the usual and the assumed



IRVINE FINDINGS

- ◆ DIVERSITY OF HIRING
- ◆ HIRING RATE OVERALL
- ◆ TURNOVER

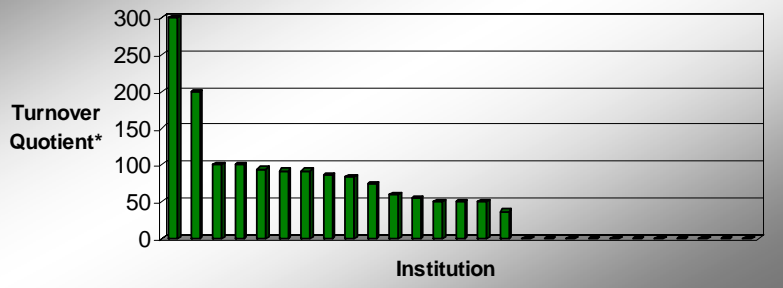
RESULTS

Faculty Turnover Quotient

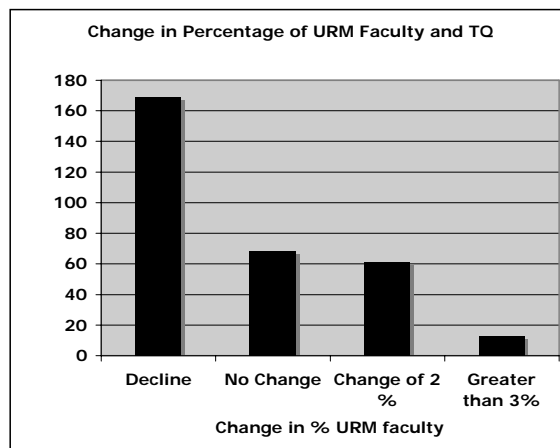
$$TQ = \left[1 - \left(\frac{\text{End Period URM} - \text{Start Period URM}}{\text{New URM Hires}} \right) \right] \times 100$$

- TQ = 0%: No Turnover
- TQ = 100%: 100% of URM new hires replaced URM faculty who left the institution

Turnover Quotient* of URM Faculty (Replacement Rate), Individual Campuses, 2000-2004



Change in Percentage of URM Faculty and TQ



IRVINE FINDINGS

- ◆ GRADUATE STUDENTS
- ◆ RATIONALE

RATIONALE

- MISSION
- INSTITUTIONAL CREDIBILITY, CAPACITY, DECISIONS
- CULTURE, CLIMATE, ATTRACTIVENESS
- SOCIETAL NEEDS--COMMUNITIES, TRUST, COMPETENCIES, EQUITY, LEADERSHIP
- EDUCATION AND RESEARCH
 - QUESTIONS--ROLE OF RACE, CLASS, GENDER, CONTEXT
 - COMPETENCIES
- ROLE MODELS/MENTORS
 - Sense of possibility
 - Role models for all
- RETENTION of all

RATIONALE

- **SIGNIFICANCE OF THE ABSENCE OF**
 - **ESPECIALLY IN STEM FIELDS**
 - **BY UNITS**
 - **WOMEN OF COLOR**
 - **LEGAL IMPLICATIONS**

- **CAUTIONS**
 - **Student Diversity**
 - **1:1**
 - **Link to Mission**

IMPLICATIONS

MYTHS

FACULTY HIRING--the next generation

FACULTY RETENTION

GRADUATE STUDENT DIVERSITY

DATA AND MONITORING (RACE & GENDER)

RATIONALE FOR MISSION



FINALLY
URGENCY---
THE NEXT GENERATION FOR A
GENERATION
INSTITUTIONAL CAPACITY FOR
EXCELLENCE IN A DIVERSE
SOCIETY