DIVERSIFYING THE FACULTY FOR THE NEXT GENERATION

MIT9
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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
Figure 1. Hiring Patterns for African Americans

Figure 2. Hiring Patterns for American Indians

Figure 3. Hiring Patterns for Latinos

Figure 4. Hiring Patterns for Asian Americans

Figure 5. Hiring Patterns for Whites

STEM fields

African American

Latino

White

Asian American

Claremont
IRVINE FINDINGS

♦ DIVERSITY OF HIRING
♦ HIRING RATE OVERALL
♦ TURNOVER

RESULTS

Faculty Turnover Quotient

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

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

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

**Change in Percentage of URM Faculty and TQ**

- Decline
- No Change
- Change of 2%
- Greater than 3%

Change in % URM faculty
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