

***Pursuing Faculty Diversity:
A Panel and Interactive Workshop for
Strategies for Success***

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Three Initiatives:

- IUP University Planning Council (UPC) Subcommittee for Social Equity, Faculty Diversity
- Institutions Developing Excellence in Academic Leadership-National (IDEAL-N), NSF funded
- College of Natural Sciences and Mathematics (CNSM) Faculty Search Training Initiative



Initiative 1:

UPC SUBCOMMITTEE FOR SOCIAL EQUITY, FACULTY DIVERSITY

UPC Faculty Diversity Subcommittee

- IUP UPC monitors progress in the IUP Strategic Plan
- Goal 2.: Prepare all of IUP's students for success in work and life, in addition to academic success
 - Strategy 2.2: Focus on access, support, and opportunity for students from traditional underrepresented and underserved student populations
 - Tactic 2.2.3: Hire and retain a more diverse faculty and staff

UPC Subcommittee Plan

1. Collect and analyze IUP faculty diversity data
 - Population data (e.g., ethnicity, years of service, age, department, college)
 - Middle States Self-study
 - IUP Climate Study
2. Serve as a clearing house for ideas for faculty searches
3. Identify best practices for faculty searches to promote diversity
4. Report out to the UPC

Preliminary Results

- % of African American faculty (3.8%) has not changed from 2012 to 2015
- % of women faculty (45%) has not changed from 2012 to 2015
- 71% of African American faculty are 55 years or older as compared to 45% of White faculty
- In 2015, more than half (10 individuals) of the African American faculty were 60 years of age or older, and 37% (7 individuals) had 25 years or more of service and could retire
- Obtained list of Carnegie Moderate Research universities to benchmark IUP



Initiative 2:

IUP IDEAL-N

Purpose of IDEAL-N

To seed and institutionalize gender equity transformation at 10 institutions across Pennsylvania and Ohio by creating a learning community of academic leaders that is empowered to develop and leverage knowledge, skills, resources and networks to transform university cultures and enhance diversity and inclusion

IDEAL-N Objectives

- Objective 1: Create a learning community of academic leaders through a leadership enhancement program
- Objective 2: Catalyze customized institutional transformation at partner institutions through annual change initiatives
- Objective 3: Assemble the senior leadership of partner universities annually to share best practices, exchange national institutional research, policies and practices, and discuss IDEAL-N change initiatives
- Objective 4: Develop a gender equity index

IUP's Change Implementation Team

- Dr. Deanne Snavely, Co-PI
- Dr. Laura Delbrugge, Co-Director
- Dr. Tara Johnson, Social Scientist
- Dr. Edel Reilly, Change Leader

IUP Institutional Transformation Theme

Recruit, support, and advance faculty by providing opportunities for professional development and smooth transitions creating a natural sciences and math community that embraces diversity and inclusion

Goals of the 16-17 Change Project

1. Review results of Middle States Self-study and IUP Campus Climate survey to inform the advancement theme of this change project
2. Obtain new STEM departmental data from women and minority faculty to understand current perceptions of barriers to promotion and opportunities for advancement
3. Disseminate findings to IDEAL institutions

Work in Progress

- Reading and drawing conclusions from the Middle States Self-study and IUP Campus Climate survey
- Creating a survey for STEM departments



Initiative 3:

CNSM FACULTY SEARCH TRAINING

Team Members

- John Ford (Chemistry)
- Lisa Newell (Psychology)
- Ola Kaniasty (CNSM)

Team Goal & Three-pronged Approach

- Team Goal:
 - The CNSM seeks to increase the diversity of the regular tenure track faculty by introducing best practices into the faculty search process.
- Three-pronged approach:
 - Know the data
 - Increase the value of diversity within CNSM
 - Encourage the evaluation of applicants based on potential for teaching, research, service, AND diversity contribution

Effective practices for hiring for diversity to be implemented in the CNSM

- Focus on value of diversity in departmental and college meetings
- Securing departmental buy-in of commitment to diversity
- Support diversity with funds for hiring incentives
- Educate search committees about unconscious bias
- Increase the breadth of the applicant pool, particularly applicants who are underrepresented in their field
- Develop suggested hiring evaluation criteria for candidates

Implementation Plan: Pilot with Computer Science Department

- Composition of search committee
- CNSM training of search committee
- iWiki repository of CNSM search resources
- Language of job advertising
- Job candidate review rubric



Any questions?

Breakout Group Questions

- What is your institution doing to recruit diverse faculty?
- What would you like to see your institution do to recruit and retain more diverse faculty?
- What could we be doing together?



Groups reporting

Thank you!

