

Agenda for Faculty Diversity

College of Arts & Sciences

Enhancing faculty diversity is an important goal for both the College and the University. UNCG has the largest overall representation of ethnic minority students (28%) of any historically white campus in the UNC system and a long history of including women in higher education that grows out of our history as the Woman's College of UNC. The following table is based on data in the 2007-08 Fact Book:

Overall UNCG student body

	<i>Undergraduate</i>	<i>Graduate</i>
Total students:	13,408	3,749
By gender:	9,108 female (67.9%)	2,652 female (70.7%)
By ethnicity:	3,772 minority (28.1%)	813 minority (21.7%)
White	8,906 (66.4%)	2,708 (72.2%)
African-American	2,828 (21.1%)	536 (14.3%)
American Indian	64 (<1%)	18 (<1%)
Asian/Pacific Is.	517 (3.9%)	188 (5.0%)
Hispanic	363 (2.7%)	71 (1.9%)
Unknown	730 (5.4%)	228 (6.1%)

The diversity of our faculty is lower – 14.4% of UNCG faculty and 11.4% of College faculty are ethnic minority; approximately 48% are female. Further details for the College are given below (data provided by the Office of Institutional Research).

Overall faculty composition

	<i>Full-time</i>	<i>Tenured/tenure-track only (68.3% of total)</i>
Total faculty:	413	282
By gender:	197 female (47.7%)	108 female (38.3%)
By ethnicity:	47 minority (11.4%)	30 minority (10.6%)
White	361 (87.4%)	248 (87.9%)
African-American	13 (3.1%)	7 (2.5%)
American Indian	1 (<1%)	0
Asian/Pacific Is.	18 (4.4%)	14 (5.0%)
Hispanic	15 (3.6%)	9 (3.2%)
Unknown	5 (1.2%)	4 (1.4%)

By rank and gender (tenured/tenure-track only)

<i>Rank</i>	<i>Male</i>	<i>Female</i>
Professor	67 (75.3%)	22 (24.7%)
Associate	61 (62.2%)	37 (37.8%)
Assistant	46 (48.4%)	49 (51.6%)

By rank and ethnicity (tenured/tenure-track only)

<i>Rank</i>	<i>White</i>	<i>African-American</i>	<i>American Indian</i>	<i>Asian/Pacific Islander</i>	<i>Hispanic</i>	<i>Unknown</i>
Professor	86	0	0	0	3	0
Associate	83	5	0	7	3	0
Assistant	79	2	0	7	3	4

Additional information for other units, the University as a whole, and individual departments may be found in the Fact Book (<http://ire.uncg.edu/pages/Factbook/>)

The College Task Force on Faculty Diversity has been meeting for over a year to discuss the issue of faculty diversity and ways in which we might seek to enhance it. In Fall, 2007, Provost David Perrin appointed a sub-committee of the Deans Council (chaired by Dean Tim Johnston) to examine the recruitment and retention of ethnic minority faculty at UNCG. Since then, the College Task Force has aligned its work with this new initiative at the University level, and our discussions have become part of a broader campus effort in which the issue of faculty diversity is being given greater prominence.

Ethnicity and gender are not the only components of diversity, which encompasses a wide range of differences among individuals. The College embraces broad diversity among its faculty, believing that for students to cultivate flexibility of mind and outlook they must encounter people and perspectives that challenge their experience with and assumptions about the world. In this broad sense, diversity includes differences in ethnicity, gender, sexual orientation, national origin, and numerous other aspects of the human condition, all of which may challenge our students' perceptions and understanding and contribute usefully to their intellectual and personal development. However, the Task Force agreed to focus our attention particularly on the representation of ethnic minority and, in some disciplines, female faculty. This decision reflects our understanding that our history, and the cultural and social context in which we educate our students, makes these two measures of diversity especially important to us. We acknowledge that other dimensions of diversity are also important and expect that increasing attention to the representation of ethnic minority and female faculty will heighten awareness of the importance of faculty diversity more broadly understood. We also agreed that among the hundreds or thousands of ethnic groups that might be distinguished, African-Americans and Hispanics in particular stand out as being of special social and historical importance. African Americans are the largest ethnic minority group among our students, as well as in the general population of North Carolina both today and in the past. By comparison with our student body, African-American faculty are particularly under-represented (3% of full-time faculty versus 21% of undergraduate students). Although Hispanic students make up only 2.7% of our undergraduate body at present, demographic projections show that we can expect to see a substantial increase in this group during the coming years. As circumstances change, we anticipate that other groups, or distinctions within existing groups, may also become salient.

Increasing the diversity of our faculty contributes to the educational mission of the College by:

- exposing students to a broader range of viewpoints and experiences, inside the classroom and out
- helping to prepare students to work with people from a wide range of backgrounds
- providing an appropriate range of role models for our diverse student body
- helping to broaden the range of research and teaching interests represented in the College
- increasing collegiality for under-represented faculty already working at UNCG

Faculty recruitment and retention are the critical components of any strategy to increase diversity and the Task Force has examined and discussed strategies for increasing our success in both. Faculty recruitment and retention are always highly competitive and become more so as issues of diversity become more important to our efforts. In some disciplines, the number of Ph.D.s awarded to women or to members of certain ethnic groups is very low, and we will be competing with many institutions for a small pool of potential candidates. Allocation of resources is always required to ensure that we recruit and retain the best faculty candidates and this will be especially true in these very competitive situations. We must also develop strategies for increasing the diversity of applicant pools so that we have the opportunity to recruit and then retain more diverse candidates. Both resource allocation and deliberate strategies for recruitment and retention are essential to our success.

Enhancing diversity should be an explicit goal of our faculty search processes, in addition to building strength in teaching, research, creative activity, external funding, outreach to the community, and other factors that already play an important role in guiding our efforts. Ensuring this requires broad faculty commitment to the goal, just as faculty commitment has always been required for success in attaining other important institutional goals. Increasing faculty diversity will be a continuing process of building faculty consensus and identifying and implementing successful strategies for recruitment and retention.

The Task Force now recommends that we agree to undertake the actions listed below. Some of these are also under consideration by the subcommittee of Deans Council as actions that might be taken at the University level. Any actions by the College will need to be consistent with (although they might go further than) actions taken by the University as a whole.

Proposed actions:

1. Adopt a College Statement on Diversity. If this action is endorsed, we recommend that the Dean appoint an ad hoc committee to draft a statement for the College for approval by the faculty.
2. Create a College Search Handbook that incorporates diversity considerations. Similar handbooks have been developed at other institutions to provide guidance and resources for search committees.
3. Include a diversity section on the College web site to emphasize the diversity of UNCG students, identify academic programs that foster diversity, provide links to

- resources both on and off campus, and highlight the rich cultural diversity of the community.
4. Ensure that support for the African-American and Women's & Gender Studies Programs demonstrates the College's commitment to diverse perspectives.
 5. Create College Diversity Fellowships. These would provide 1-2 year fellowships in areas where tenure-track hires are planned in a subsequent year. The Library has already established such a position which can provide a model for us to follow.
 6. Develop a College Faculty Viewbook for use in recruitment. This would be analogous to the materials prepared for prospective students, and is intended to highlight the opportunities available to faculty at UNCG.
 7. Allocate funds for diversity initiatives such as invitations to minority guest speakers, travel for faculty to Historically Black Colleges and Universities, Hispanic-Serving Institutions, etc.
 8. Establish a position in the College with special responsibility for diversity, reporting to the Dean and serving as liaison and resource person on diversity issues between the Dean's Office and search committees. Provide resources for training and professional development for that person, who could also serve as the College's Affirmative Action Officer.
 9. Encourage departments to begin networking with potential minority applicants for future years through professional connections.
 10. Prepare for an increased focus on diversity for faculty searches conducted in 2008-09:
 - a. Emphasize opportunities to enhance diversity in requests for new positions and replacement searches;
 - b. Hold workshops to assist department heads and search committees in building effective strategies for diversity into their searches, recognizing differences that may exist among disciplines (May; August);
 - c. Ensure that each search committee includes a strong advocate for diversity among its members;
 - d. Budget for additional interviews, spousal or partner hires, start-up, etc. to ensure competitive negotiation;
 - e. Develop alternative wordings for position descriptions that highlight a commitment to diversity;
 - f. Require a statement of plans to ensure a diverse pool before approving a search and a description of actual efforts before approving campus interviews;
 - g. Identify ways to recognize and support departmental efforts to attract a diverse applicant pool.

Note: Some of these steps were taken for searches that began this year (2007-08)

11. Develop strategies to ensure retention of successful hires. The Deans Council subcommittee has retained an outside consulting firm, Rankin & Associates, who are conducting a study (Spring semester, 2008) with the aim of identifying strategies that could improve retention of minority faculty. We will use the results of that study to help identify additional steps that might be taken at the College level.

College of Arts & Sciences, April 25, 2008

College Task Force on Faculty Diversity, 2006-08

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Shelly Brown-Jeffy, Sociology (Spring 2007 – Spring 2008)
Roberto Campo, Romance Languages and International & Global Studies
David Carlone, Communication Studies
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