

CHAIRS AS DIVERSITY LEADERS

REMOVING BARRIERS TO ACCESS &
ADVANCEMENT FOR UNDERREPRESENTED
MINORITIES AND WOMEN IN STEM
UPDATE ON CAMPUS RACIAL UNREST

Presented to the Chairs Leadership Workshop by
Teri Miller, VPEI and Sharon Nolan-Weiss, Director, Office of ED

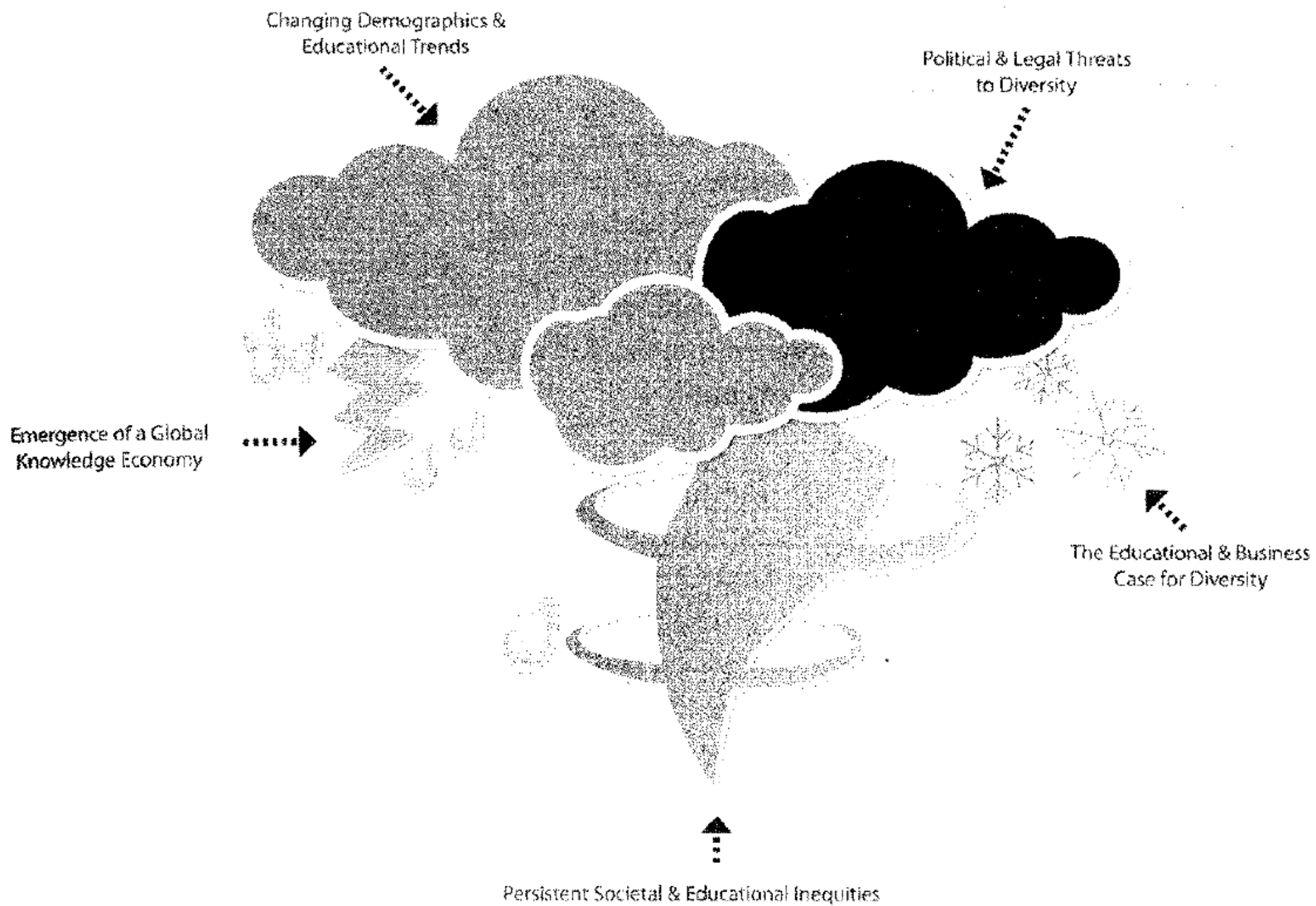
December 15, 2015

SUNY BOARD OF TRUSTEES RESOLUTION

- Campus Climate Report Card
- Cultural competency training for campus senior leadership teams, faculty and staff
- Dual career couple relocation and cluster hiring initiatives
- Cross-campus mentoring network being piloted
- CDO required on every campus
- SUNY Provost and CDO will convene faculty researchers to support SUNY network of CDOs

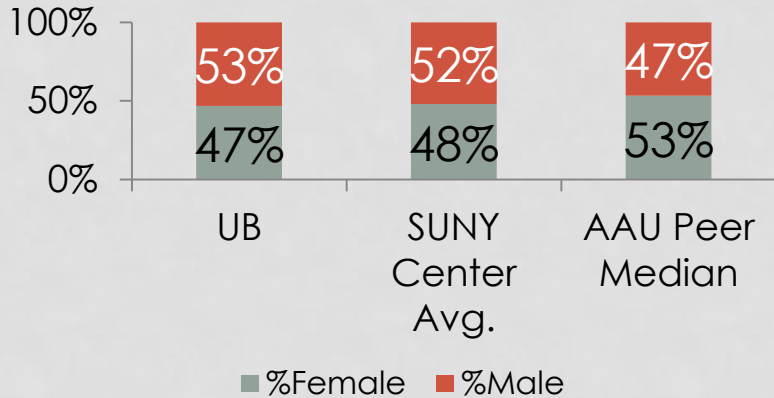
FIGURE 1.1

The Perfect Storm Powering Diversity's Emergence as a Strategic Priority

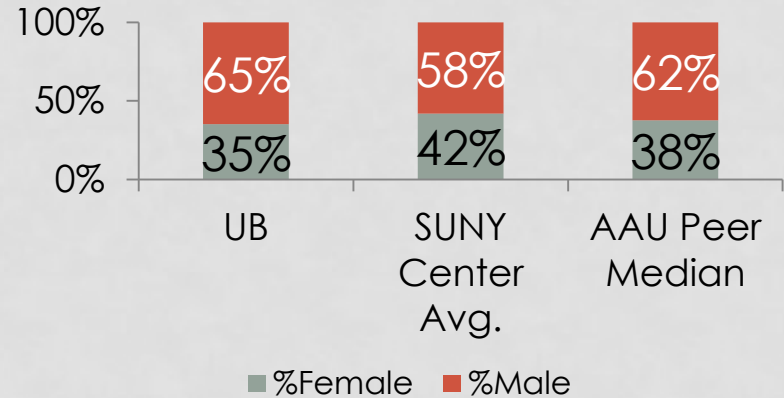


GENDER

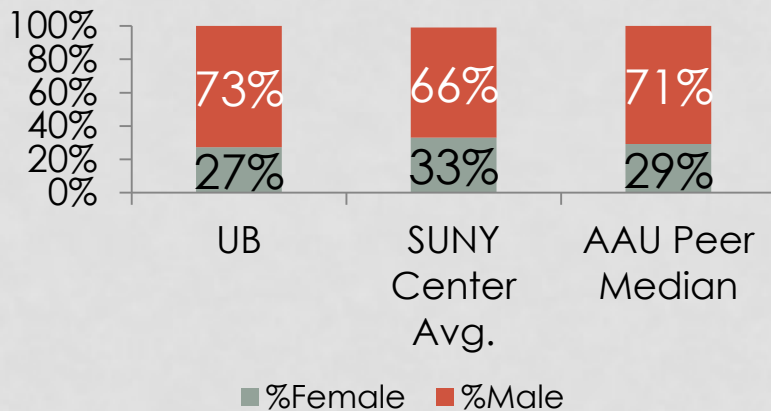
All Employees



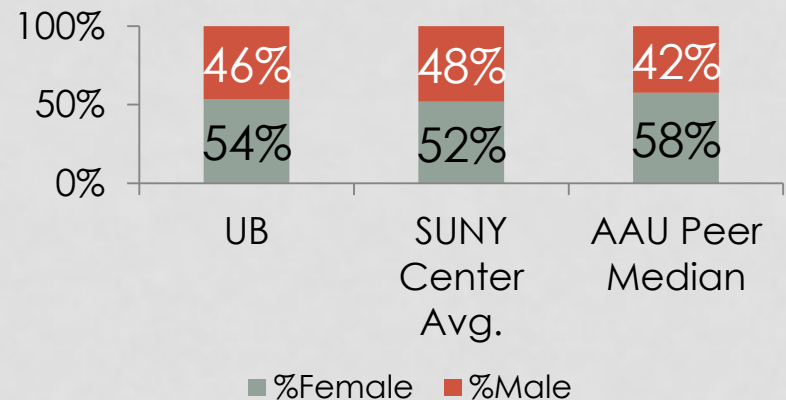
All Instructional Staff



All Tenured/Tenure Track Faculty



Staff



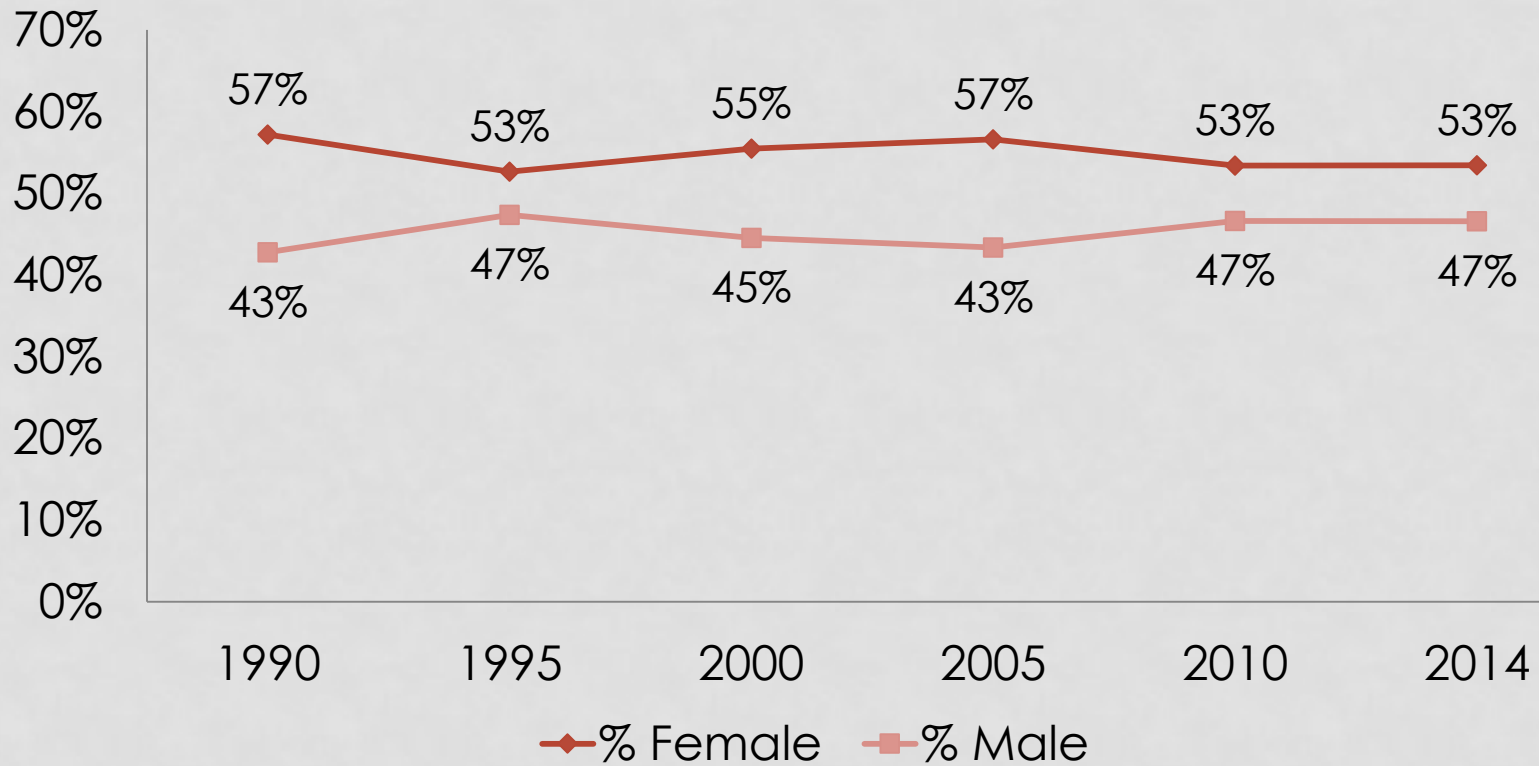
Source: IPEDS 2013 Fall Staff. Totals may differ slightly from internal reporting due to IPEDS data definitions.

ALL FACULTY: GENDER



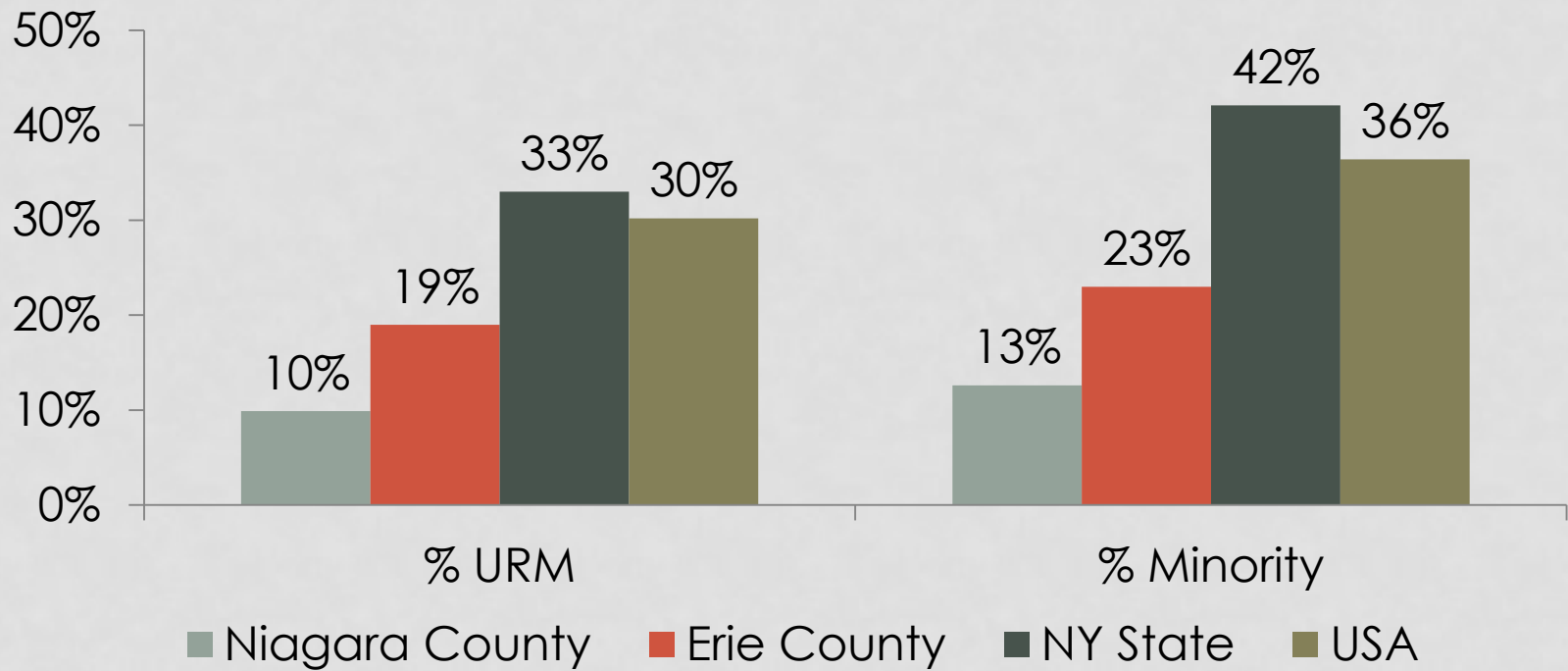
Source: HR_PERSONNEL_ALL

ALL STAFF: GENDER

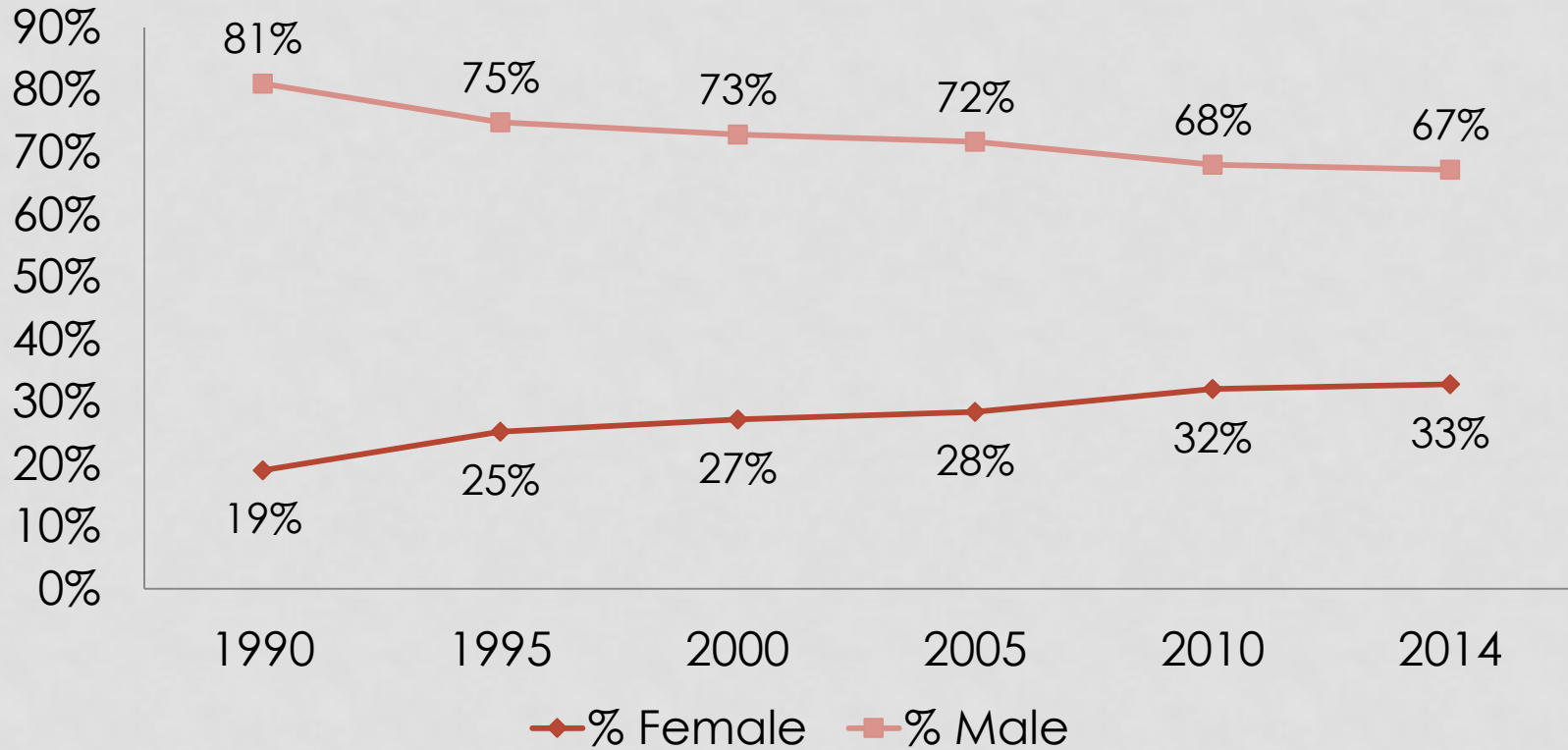


Source: HR_PERSONNEL_ALL. UBF race/ethnicity data are incomplete and affect calculations – numbers for 2014 are estimated using prior years' information.

URM AND MINORITY POPULATIONS, 2010 CENSUS

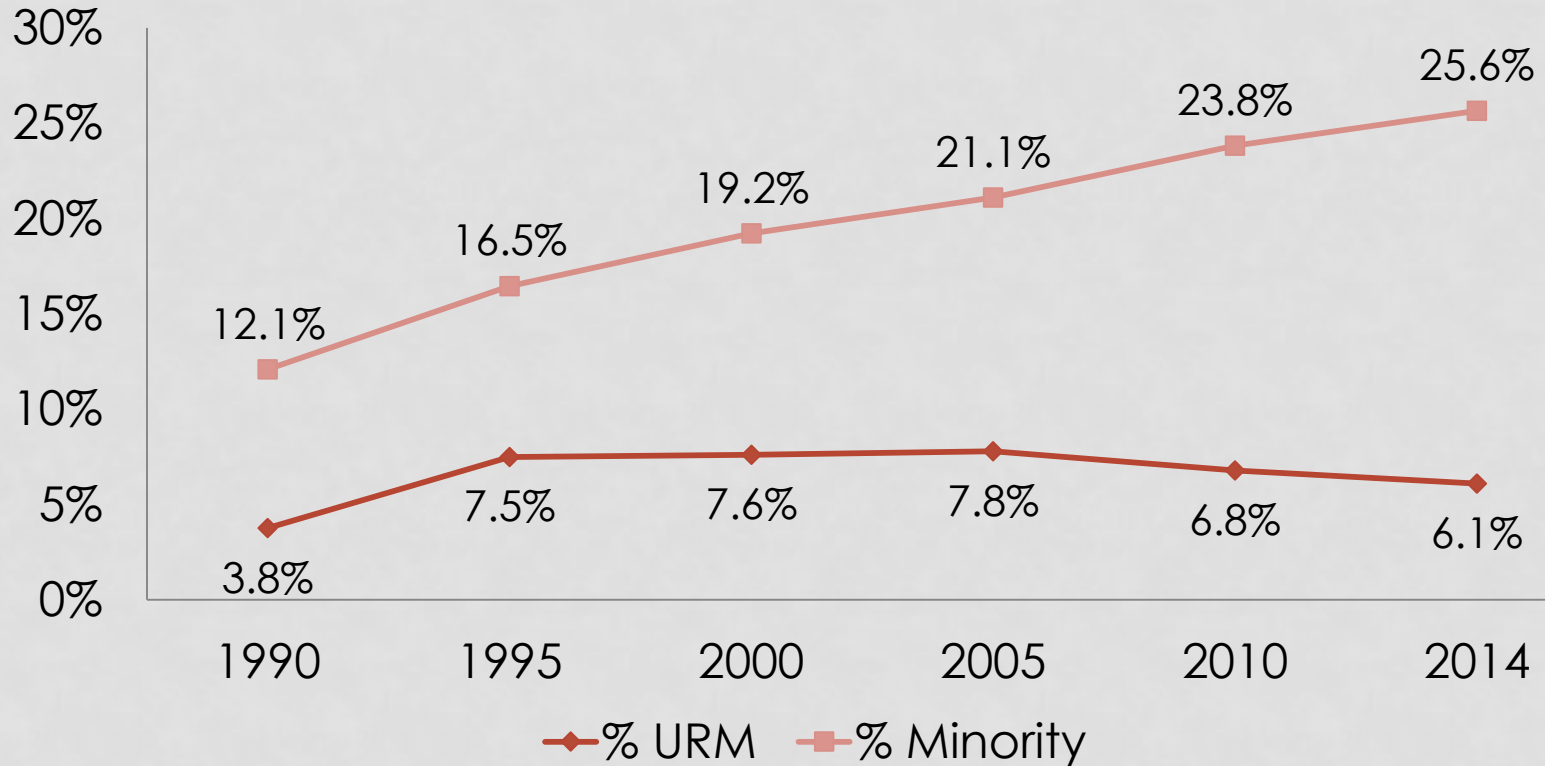


TENURE-TRACK FACULTY: GENDER



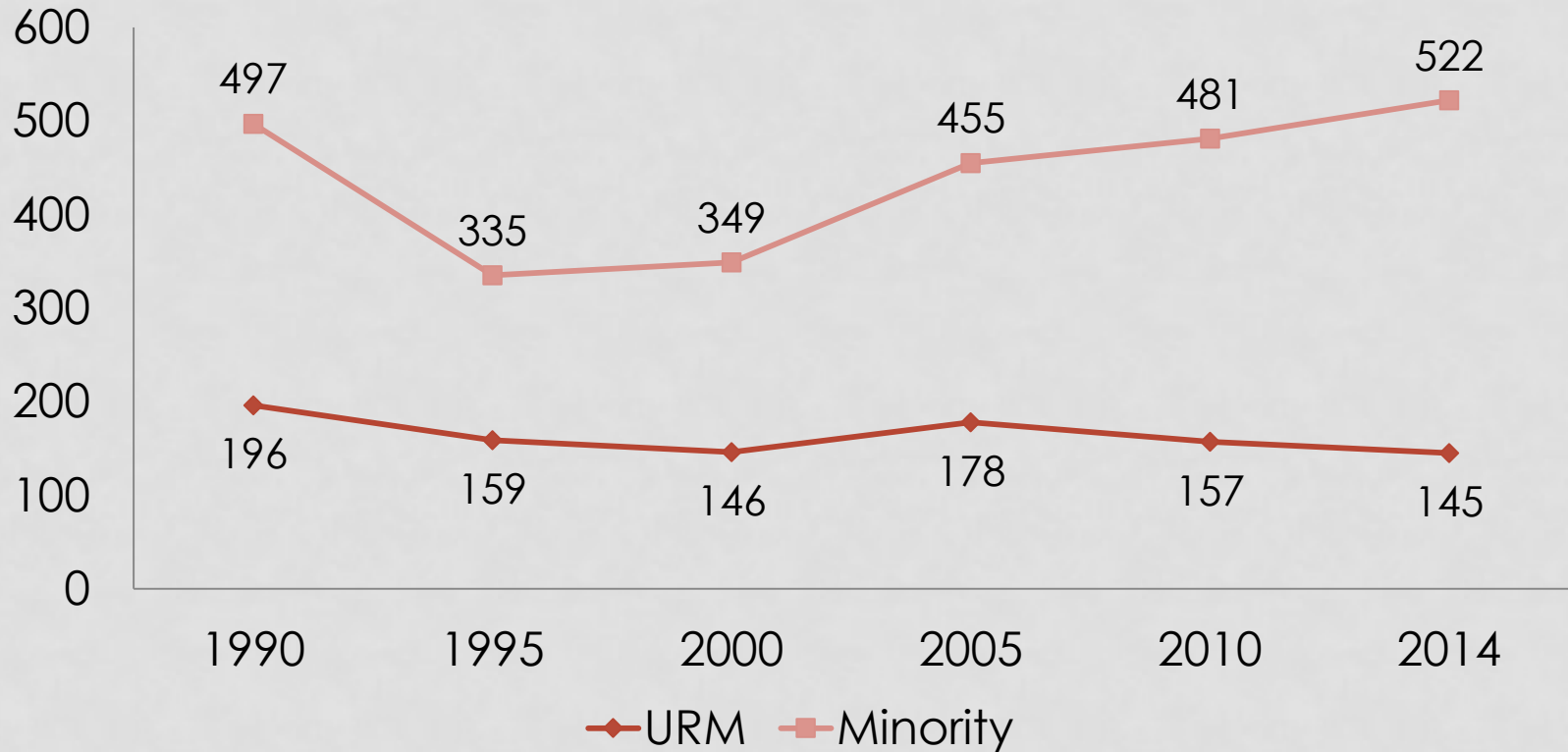
Source: HR_PERSONNEL_ALL

TENURE-TRACK FACULTY: MINORITY



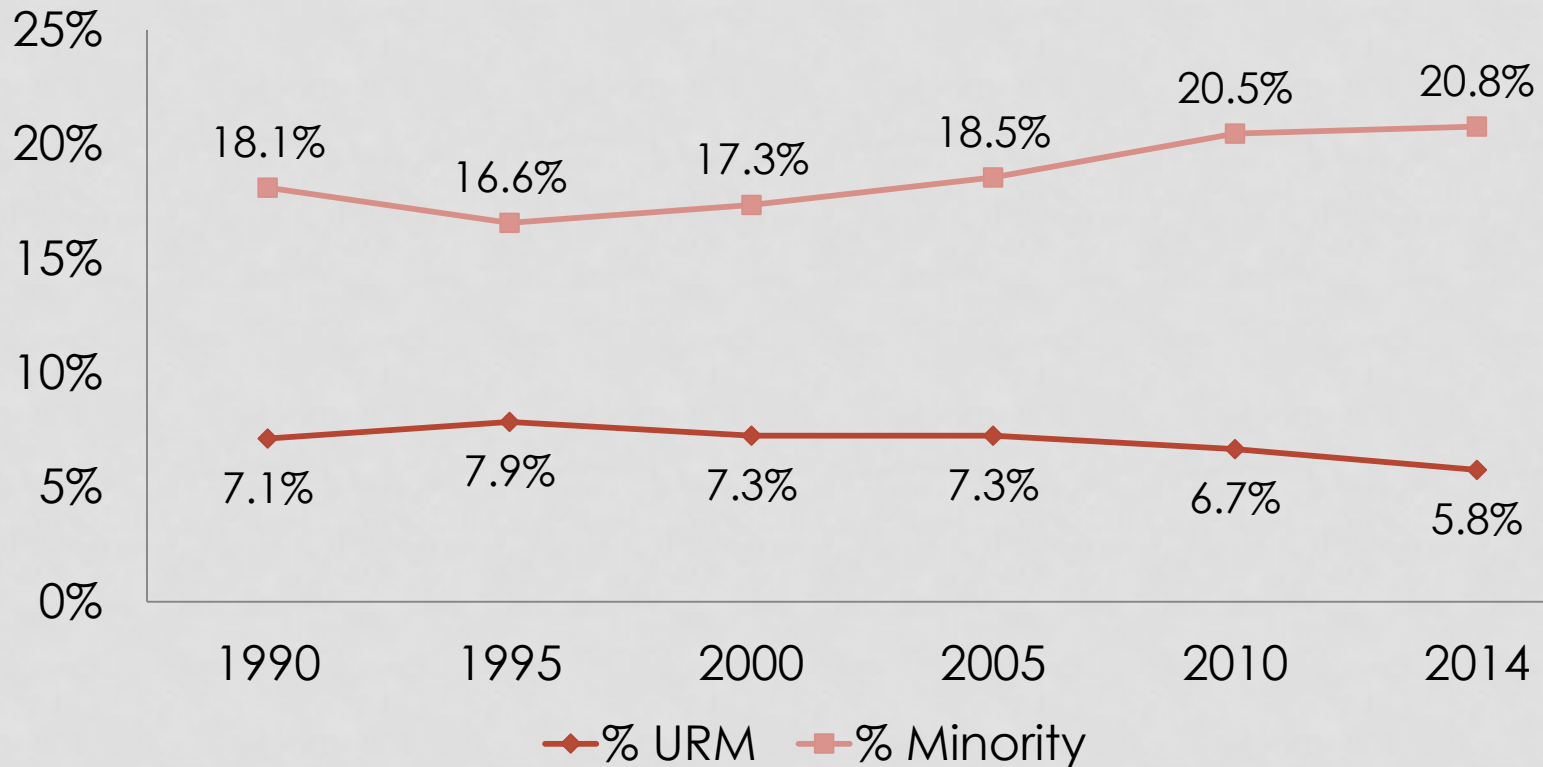
Source: HR_PERSONNEL_ALL

TENURE-TRACK FACULTY MINORITY HC



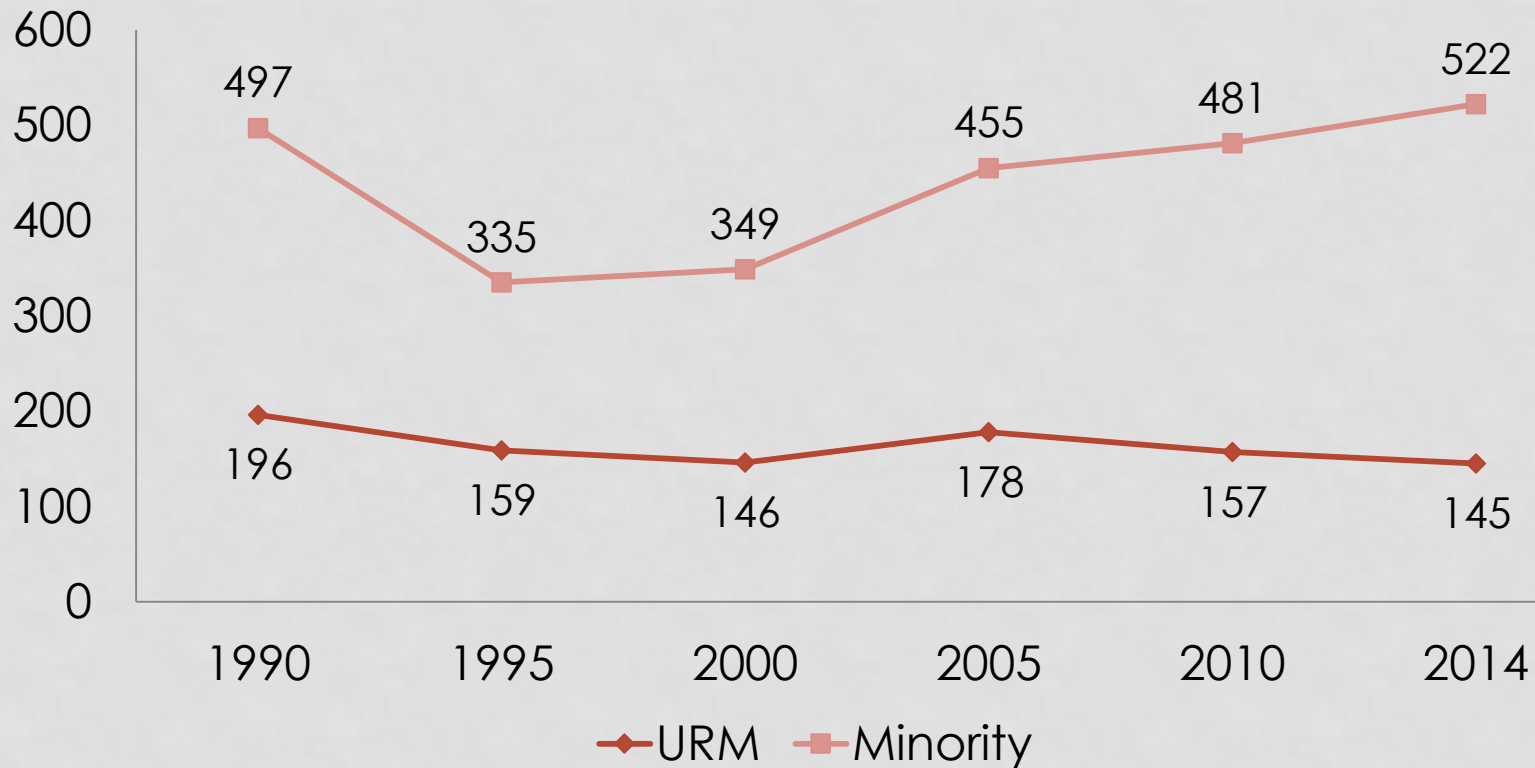
Source: HR_PERSONNEL_ALL

ALL FACULTY: MINORITY



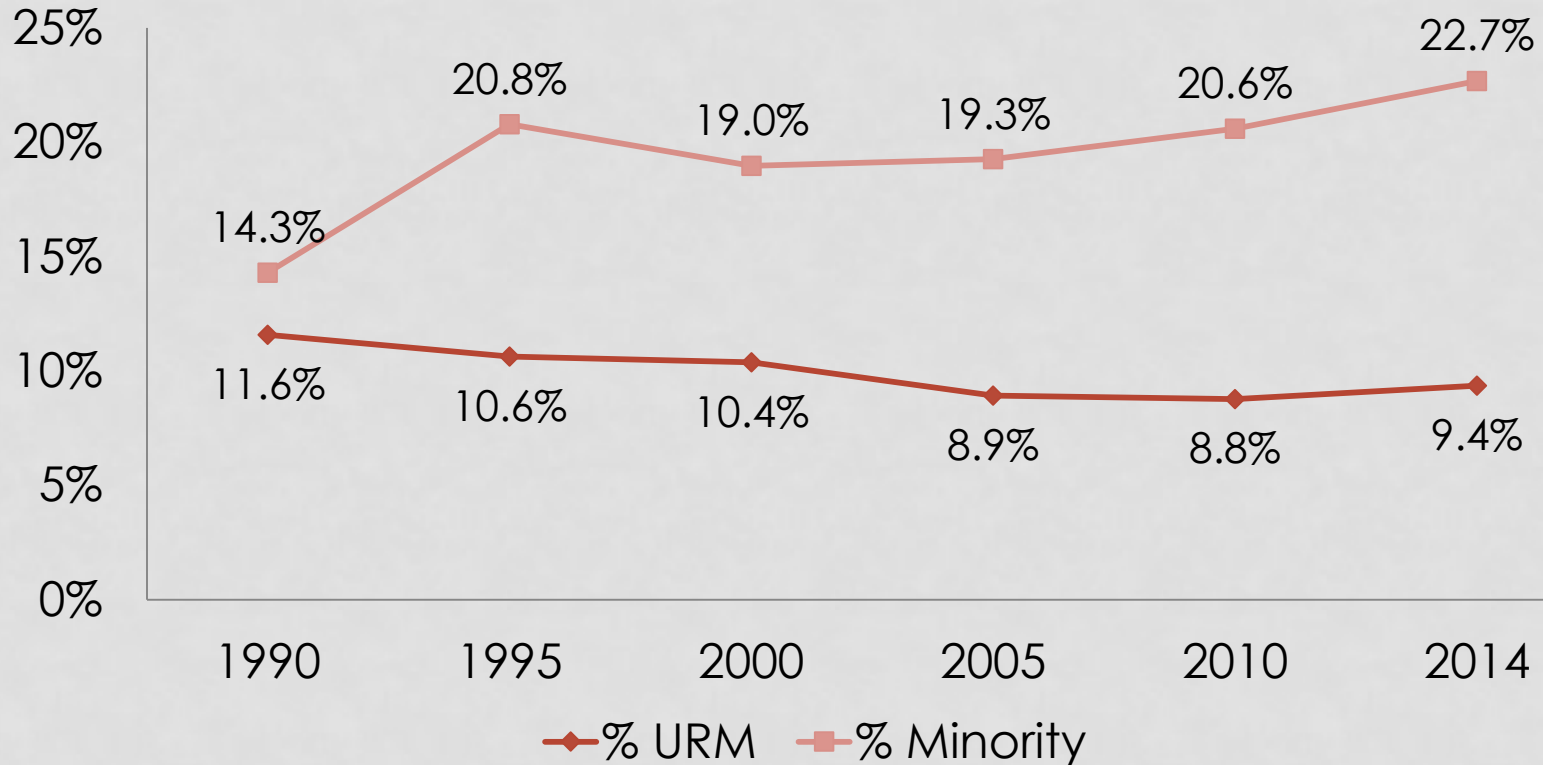
Source: HR_PERSONNEL_ALL

ALL FACULTY MINORITY HC



Source: HR_PERSONNEL_ALL

ALL STAFF : RACE/ETHNICITY



Source: HR_PERSONNEL_ALL. RF and UBF race/ethnicity data are incomplete and affect calculations – numbers for 2014 are estimated using prior years' information.

TABLE 6	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	4-Year Percent Change	Plan Fall 2018	Plan Fall 2020
Faculty Headcount									
Faculty Total	2,287	2,233	2,230	2,329	2,389	2,417	5.7%	2,484	2,529
Full-Time	1,554	1,535	1,537	1,537	1,610	1,628	4.8%	1,673	1,703
Part-Time	733	698	693	792	779	789	7.6%	811	826
Campus % Full-time	67.9%	68.7%	68.9%	66.0%	67.4%	67.4%	5.7%	67.4%	67.4%
<i>Sector % Full-time</i>	<i>71.2%</i>	<i>71.3%</i>	<i>70.1%</i>	<i>69.3%</i>	<i>69.6%</i>	-	-	-	-
Faculty and Student FTEs									
Estimated Faculty FTE (Fall 2014)	1,798	1,768	1,768	1,801	1,870	1,891	4.0%	1,943	1,979
Student FTE (fall semester)	26,588	26,223	25,814	26,177	27,193	26,741	2.3%	27,899	28,671
Campus Student/Faculty FTE Ratio	14.8	14.8	14.6	14.5	14.5	14.1	-1.6%	14.4	14.5
<i>Sector Student/Faculty FTE Ratio</i>	<i>11.8</i>	<i>12.0</i>	<i>11.6</i>	<i>11.5</i>	<i>11.8</i>	-	<i>-0.2%</i>	-	-
Race/Ethnicity									
Full-Time Faculty Total	1,554	1,535	1,537	1,537	1,610	1,628	3.6%	Data provided for reference only. No goals requested.	
White Non-Hispanic	1,143	1,126	1,137	1,140	1,184	1,192	3.6%		
All Minorities	309	314	313	345	354	346	14.6%		
Black Non-Hispanic	67	60	55	55	50	46	-25.4%		
Hispanic	29	28	31	30	30	28	3.4%		
Asian/Pacific Islander	205	215	216	252	265	263	29.3%		
Native American/Alaskan	7	9	9	7	7	7	0.0%		
Two or More Races	1	2	2	1	2	2	100.0%		
Underrepresented Minorities¹	104	99	97	93	89	83	-14.4%		
Non-Resident Alien	102	93	87	51	72	90	-29.4%		
Unknown	0	2	0	1	0	0	-		
Campus % All Minorities	20%	20%	20%	22%	22%	21%	10.6%		
<i>Sector % All Minorities</i>	<i>19%</i>	-	<i>20%</i>	-	<i>19%</i>	-	<i>3.3%</i>		
Campus % Underrepresented Minorities	7%	6%	6%	6%	6%	5%	-17.4%		
<i>Sector % Underrepresented Minorities</i>	<i>7%</i>	-	<i>7%</i>	-	<i>7%</i>	-	<i>-0.6%</i>		
Gender									
Full-Time Faculty Total	1,554	1,535	1,537	1,537	1,610	1,628	4.8%	1,673	1,703
Male	1,032	1,008	1,005	1,003	1,037	1,044	1.2%	1,050	1,052
Female	522	527	532	534	573	584	11.9%	623	651
Campus % Male	66%	66%	65%	65%	64%	64%	4.8%	63%	62%
<i>Sector % Male</i>	<i>65%</i>	-	<i>64%</i>	-	<i>63%</i>	-	-	-	-
Campus % Female	34%	34%	35%	35%	36%	36%	4.8%	37%	38%
<i>Sector % Female</i>	<i>35%</i>	-	<i>36%</i>	-	<i>37%</i>	-	-	-	-

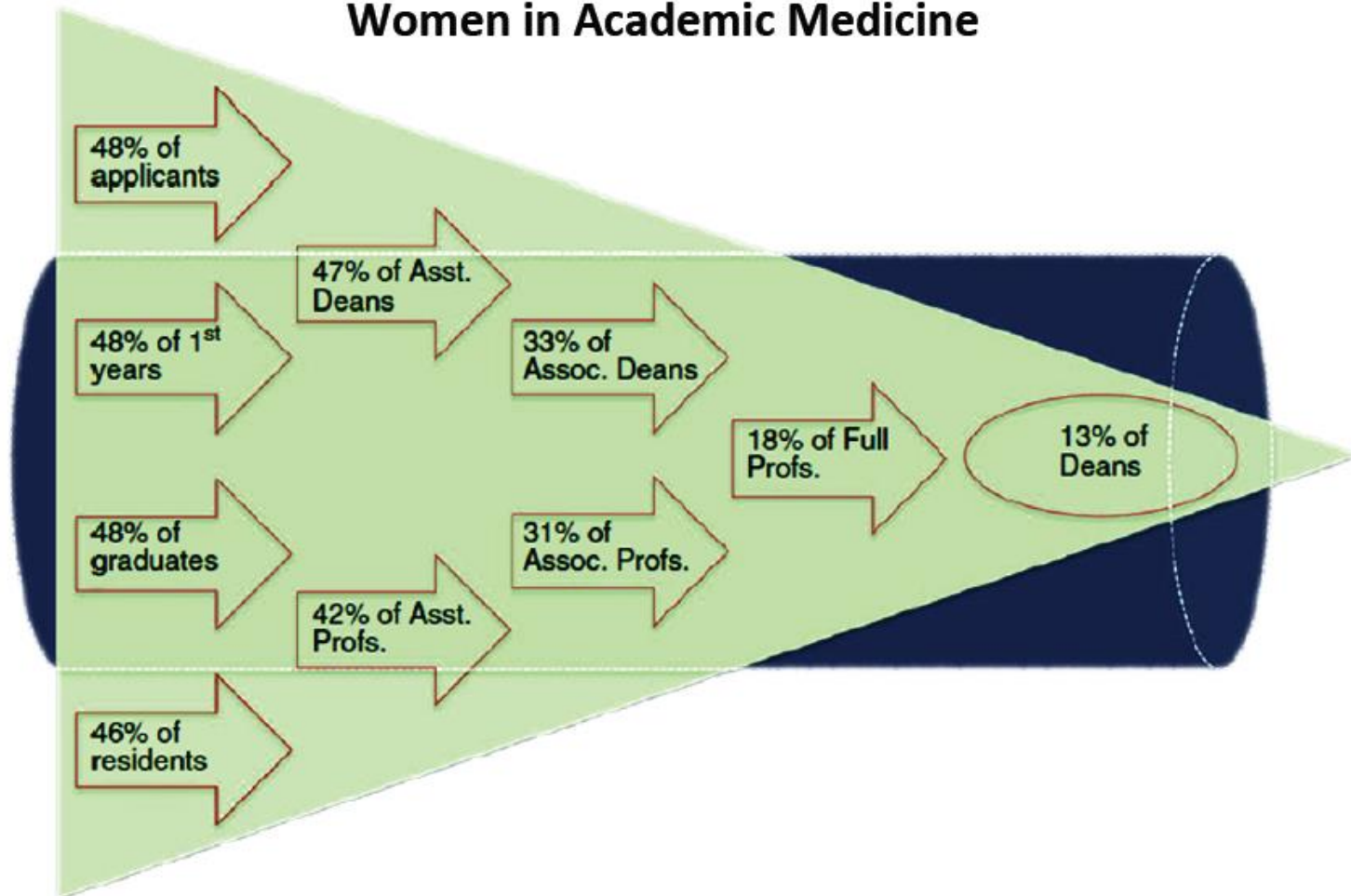
¹Underrepresented Minorities includes Black, Hispanic, Native American/Alaskan, and Two or More Races.
Source: IPEDS HR Survey

TABLE 7	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	4-Year Percent Change	Plan Fall 2018	Plan Fall 2020
Staff Headcount									
Staff Total	4,255	4,062	4,064	4,208	4,250	4,260	0.1%	4,378	4,457
Full-Time	2,721	2,577	2,583	2,743	2,767	2,781	2.2%	2,858	2,910
Part-Time	1,534	1,485	1,481	1,465	1,483	1,479	-3.6%	1,520	1,547
Campus % Full-time	63.9%	63.4%	63.6%	65.2%	65.1%	-	-	65.3%	65.3%
<i>Sector % Full-time</i>	<i>73.3%</i>	<i>73.5%</i>	<i>73.8%</i>	<i>75.1%</i>	<i>75.1%</i>	-	-	-	-
Race/Ethnicity									
Full-Time Staff Total	2,721	2,577	2,583	2,743	2,767	2,781	2.2%	Data provided for reference only. No goals requested.	
White Non-Hispanic	2,373	2,252	2,288	2,407	2,440	2,440	2.8%		
All Minorities	316	297	283	324	317	328	3.8%		
Black Non-Hispanic	205	190	176	207	204	208	1.5%		
Hispanic	42	37	37	41	38	38	-9.5%		
Asian/Pacific Islander	48	50	50	54	55	63	31.3%		
Native American/Alaskan	19	18	18	20	17	16	-15.8%		
Two or More Races	2	2	2	2	3	3	50.0%		
Underrepresented Minorities¹	268	247	233	270	262	265	-1.1%		
Non-Resident Alien	32	28	12	11	10	13	-59.4%		
Unknown	0	0	0	1	0	0	-		
Campus % All Minorities	12%	12%	11%	12%	11%	12%	-1.4%		
<i>Sector % All Minorities</i>	<i>28%</i>	-	<i>27%</i>	-	<i>24%</i>	-	<i>-15.4%</i>		
Campus % Underrepresented Minorities¹	10%	10%	9%	10%	9%	10%	-3.9%		
<i>Sector % Underrepresented Minorities</i>	<i>22%</i>	-	<i>21%</i>	-	<i>19%</i>	-	<i>-15.6%</i>		
Gender									
Full-Time Staff Total	2,721	2,577	2,583	2,743	2,767	2,781	2.2%	4,378	4,457
Male	1,277	1,212	1,218	1,301	1,317	1,335	4.5%	2,102	2,140
Female	1,444	1,365	1,365	1,442	1,450	1,446	0.1%	2,276	2,317
Campus % Male	47%	47%	47%	47%	48%	48%	2.3%	48.0%	48.0%
<i>Sector % Male</i>	<i>38%</i>	-	<i>38%</i>	-	<i>38%</i>	-	-	-	-
Campus % Female	53%	53%	53%	53%	52%	52%	-2.0%	52.0%	52.0%
<i>Sector % Female</i>	<i>62%</i>	-	<i>62%</i>	-	<i>62%</i>	-	-	-	-

¹ Underrepresented Minorities includes Black, Hispanic, Native American/Alaskan, and Two or More Races.

The Pipeline is Actually a Funnel

Women in Academic Medicine



How to Recognize and Address Unconscious Bias (Daisy Grewal, Manwai Candy Ku, Sabine C. Girod, and Hannah Valentine), 2013.

Unconscious Bias

- National Academy of Science (2006)
 - Greatest barrier to achieving gender equity in STEMM is systematic bias, frequently unconscious
- NSF (2007), Office of Research on Women's Health (2007), NIH (2008)
 - Institutional transformation -- changing attitudes and behaviors -- required to ensure equal opportunities
- AAAS (2007) - “bias literacy” is prerequisite to action

HOW CAN CHAIRS BE DIVERSITY CHANGE AGENTS?

Searches

- Use Competency-based search questions
- Include as a criterion of employment for all candidates cultural competency
- Schedule meetings during the work day that do not bleed over into family time
- Set clear and explicit expectations for departmental civility that address the treatment of both faculty and staff
- Train your faculty to engage successfully in “difficult conversations” with both peers and students
- Create pipelines (post-docs, fellowships, etc.) into faculty positions in your department
- DATA! DATA! DATA! Work with the Office of Equity, Diversity and Inclusion to understand the “Big Picture” in your field
- Investigate diversity initiatives promoted by professional organizations in your discipline

HOW CAN CHAIRS BE DIVERSITY CHANGE AGENTS?

Retention

- Encourage transparency and share information equally
- Foster a supportive and welcoming environment
- Provide opportunities for mentoring
- Visibly and audibly message the value of diverse contributions
- Support the career development of new and pre-tenure faculty
- Use faculty development resources on campus
- Support flexible policies and practices
- Talk to your faculty to identify barriers