

Developing Diverse Departments (D3) at NC State

Goals

* *Increase female share of senior faculty and visibility of women faculty, and Increase presence of faculty of color at all ranks*
* *Increase women in line leadership positions and cultivate men and women leaders as change agents*
* *Improve attitudes about increasing hiring of women and faculty of color*

Components of the D3 Project

* ADVANCE Scholars: Core group of faculty committed to becoming knowledgeable and effective change agents
* Leadership Development Workshops for Women and Faculty of Color: Motivate tenured faculty to enter line leadership career paths.
* Climate Workshops for Department Heads: Focus on cultivating a supportive and inclusive department climate for diverse faculty.

ADVANCE Scholars

Seventeen faculty have made a three-year commitment to serve as ADVANCE Scholars. These faculty meet monthly to study leadership and social bias. Their role is to promote discussion among colleagues, and serve as a resource for college and department diversity efforts. All 10 colleges are represented and each ADVANCE Scholar is charged with developing an initiative relevant to their college sparked by the seminar discussions.

Leadership Development Workshops for Women and Faculty of Color

Series of 6 workshops offered once each year, and each year a new group of faculty participate. The workshops include panels of department heads, deans, and university leaders and discussions of readings focused on the themes of career planning, self-discovery related to becoming a leader, benefits and challenges and skills needed in different roles.

Climate Workshops for Department Heads

Series of 3 small-group workshops offered to a different cohort each year. Seven department heads participated in 2009-10. This workshop series provides information and strategies to department heads interested in strengthening their department’s climate for diversity. The series is centered around a survey of the faculty and staff of the participating departments, interpreting the results, and developing an action plan.



Faculty Demographics: Are we on Track with Projections Made in 2006 Proposal?

African American, Native American, and Hispanic (ANH) Administrators – all NC State departments are included.

\*Heads: 2006 Art & Design, Graphic & Industrial Design; 2009 Art & Design, MIE, Graphic & Industrial Design

\*\* Associate Deans: 2006 Textiles, Graduate School; 2009 COE, Textiles, Graduate School

† Deans: 2006 COE, DUAP; 2009 COE, CED

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| --- | --- | --- | --- | --- | --- | --- |
|  | Women Faculty at NC State | | | African American/Hispanic/Native American Faculty at NC State | | |
|  | 2006 | 2009 | Projected/ Possible for 2011 | 2006 | 2009 | Projected/ Possible for 2011 |
| TT Asst Professors | 38% | 39% |  | 8% (25) | 9% (28) |  |
| Tenured Faculty | 19% | 21% | 22%/26% | 6% (61) | 6% (67) | 7%/12% |
| Tenured Full Prof | 14% | 16% |  | 4% (23) | 3% (22) |  |
| Dept Heads | 18% (11/60) | 25% (15/59) |  | 3% (2/60)\* | 5% (3/59)\* |  |
| Associate Deans | 24% (7/29) | 30% (8/27) |  | 7%(2/29)\*\* | 11% (3/27)\*\* |  |
| Deans | 25% (3/12) | 0 |  | 17% (2/12)† | 17% (2/12)† |  |

Actions that Would Make the Projections Labeled as “Possible” Become Reality (i.e. assumptions underlying the projections)

* Colleges with less than 30% ANH or female faculty: Each department hires 1 tenured ANH and one tenured female faculty member between 2006 and 2011
* Each college retains and promotes one additional ANH assistant professor and one woman compared to past pattern.

What actions would make the “Possible” become reality?

* + Colleges with less than 30% ANH or female faculty: Each department hires 1 tenured ANH and one tenured female faculty member between 2006 and 2011
  + Each college retains and promotes one additional ANH assistant professor and one woman compared to their past pattern