



Developing Diverse Departments (3-D) at NC State

Developing Diverse Departments: Promoting Institutional Change in Climate and Diversity at NC State University Ming Shi Trammel, Ph.D.

Institutional Context

In 2006, NC State developed and administered a university-wide Faculty Well-Being Survey to gauge our success in creating a positive and productive environment for faculty. Findings from the survey showed:

- Fewer women (68-82%) than men (82-86%) agree or strongly agree that they would recommend their department as a good place to work
- Faculty of color who were full professors (70-75%) agree or strongly agree that they would recommend their department as a good place to work
- More AANH and women faculty reported that they seriously considered leaving NC State for another university than majority faculty

Introduction

The mission of the ADVANCE-Developing Diverse Departments (3-D) is to diversify the university professoriate and to create an inclusive climate that promotes the success of all faculty with a specific emphasis on women and minority faculty at North Carolina State University. Towards this end, two initiatives developed to support the mission of the ADVANCE program are the department head climate workshop and the ADVANCE scholars program.

Department Head Climate Workshop

- One year commitment
- 7-11 department heads
- Series of 4 workshops plus a survey of the climate within departments
- Development of strategies to create or extend an inclusive departmental climate

*Adapted from the University of Wisconsin WISELI workshop series on enhancing department climate (<http://wiseli.engr.wisc.edu/climate.php>).

ADVANCE Scholar Seminar

ADVANCE scholars are change agents who will play an extraordinarily important role in expanding their colleagues', departments', and colleges' knowledge base about the role unconscious bias may play in faculty hiring, promotions and tenure decisions.

- Three year commitment
- Meet monthly to study leadership and social bias
- Promote discussion among colleagues
- Serve as a resource for college and department diversity efforts
- Develop and lead a project that addresses ADVANCE objectives

Department Head Climate Workshop Series Long-Term Outcomes

During the series, the DHs and faculty and staff develop plans to address issues emerging from the survey. Desired long-term outcomes:

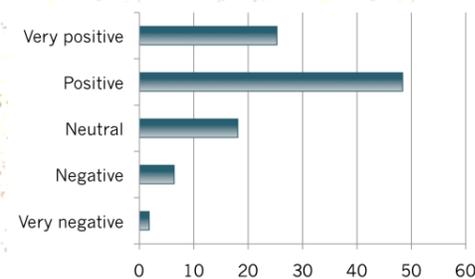
- Increase rate of hiring of women faculty and faculty of color
- Increase the level of satisfaction among women faculty and faculty of color

ADVANCE Scholar Series Long-Term Outcomes

- Complete readings and discussions to increase their awareness and knowledge of issues facing women faculty and faculty of color
- Develop plans for projects on diversity and building an inclusive climate at their department, college or university level
- Enhance their skills as change agents and leaders

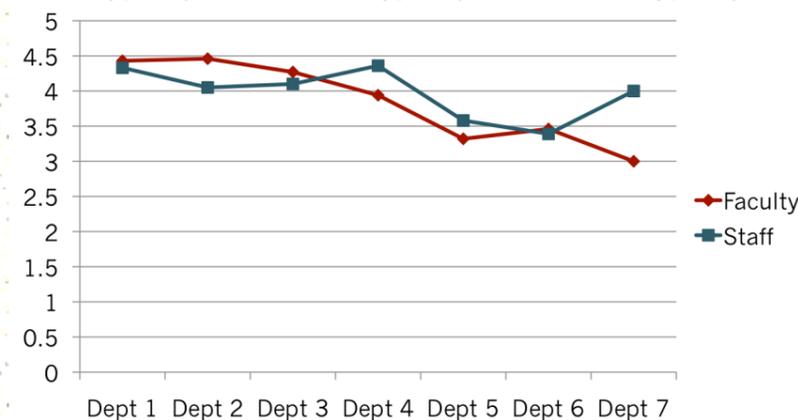
Overall Climate: 3.89/5.00

Please rate the climate in your department.



*7 NC State Department Heads were included in this study in Spring 2010

Range of Climate Ratings - 2009-10 Cohort of Departments



ADVANCE Scholars Projects

- Latino faculty experience in higher education
- Examining strategies and struggles of successful women faculty and faculty of color in education
- The relationship of role congruity theory and social cognitive career theory for female undergraduate students' career aspirations in STEM
- Determination of best practices for improving institutional diversity hires and retention in College of Agriculture and Life Sciences (CALS) and College of Humanities and Social Sciences (CHASS)
- Peer institutional study of women in business schools

Department Head Initiatives

- Scheduling regular discussions at department meetings about diversity and climate issues
- Setting up committees for on-going discussion and recommendations for department vision and future directions
- Identifying space/funds for break room to facilitate informal interactions
- Appointed group to plan family-friendly social events
- Setting up facebook page and departmental newsletter for better communication
- Appointment of staff to some departmental committees

*Represents 2009-2010 cohort of department heads

Next Steps

- Fund scholar projects on diversity and improving the university and departmental climate
- Implement scholar projects
- Continue Assessment plan
- Additional Department Head cohorts will go through the Climate Workshop series
- Continue to develop Leadership Workshop series to encourage women and minority faculty to pursue line leadership positions