

Success in Increasing Faculty Diversity

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outline

- Two case studies on hiring women
 - Princeton Engineering
 - UBC Science
- Common elements
- What can a single faculty member do

Princeton Engineering

- Total number of faculty ~ 125
- January 1990: 2 women?
- January 2003: 12 women (9.6%)
 - 5 asst, 2 assoc, 5 full
- January 2007: 19 women (15.2%)
 - 8 asst, 3 assoc, 8 full
- 50% of engineering faculty hired between 2003 and 2007 were women

Princeton influences for change 2003-2007

- President (Shirley Tilghman)
- Target of opportunity .5 FTE slots
 - University wide competition
 - 4 of 9 hires in 4 years
- Engineering Strategic Plan
 - Diversity identified as a goal
- Special assistant to DoF tracking offers
- FTE Diversity task force

UBC Science

- Total number of faculty ~ 285
- September 1989: 11 women (3.9%)
- September 1998: 22 women (7.7%)
- September 2002: 44 women (15.4%)

UBC influences for change 1998-2002

- Math department story
- NSERC UFA awards
 - Canada wide competition
 - Salary top-up from dean
 - 9 of about 25 hires over 4 years
- Provost support for spousal recruitment
 - 16 of 44 female faculty in Science couple

Common elements

- Proactive senior administrators
- Incentives
- Information on how to identify and recruit outstanding female candidates

What can a single faculty person do?

- Serve on search committees for academic administrators
- Ask questions of academic administrators
- Invite speakers involved with success stories elsewhere
- Conduct faculty climate survey (a la MIT, Princeton, etc.)

Questions?
