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?