



Faculty Diversity Data Trends/Analysis

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California State University
SAN MARCOS

Diversity Search/Hiring Myths

There aren't enough qualified faculty candidates of color or women for our open positions.

- Although availabilities differ, in most cases institutions of higher education are not hiring faculty anywhere close to the proportion that are available.

Smith, D.G. (2000). "How to Diversify the Faculty," 86 *Academe* 48; Smith, D.G., Turner, C.S., Osei-Kofi, N., Richards, S. (2004). *The Journal of Higher Education* 75(2).

Diversity Search/Hiring Myths

Myth of the bidding war

- Studies show minority postdoctoral scholars are not always actively recruited (only 11% of minority scholars were sought after in one study).

Smith, D.G. (2000). "How to Diversify the Faculty," 86 *Academe* 48; Smith, D.G., Turner, C.S., Osei-Kofi, N., Richards, S. (2004). *The Journal of Higher Education* 75(2).

Best Practices in Diversity Hiring

- 1) Job description used to recruit faculty members explicitly engages diversity at the department or subfield level;
- 2) An institutional "special hire" strategy, such as waiver of a search, target of opportunity hire, cluster hires, or spousal hire, is used; and/or
- 3) The search is conducted by an ethnically/racially/gender diverse search committee.

BIAS

Quality is Subjective: The Myth of Pure Merit

Research shows that unconscious biases influence our evaluations and decision making



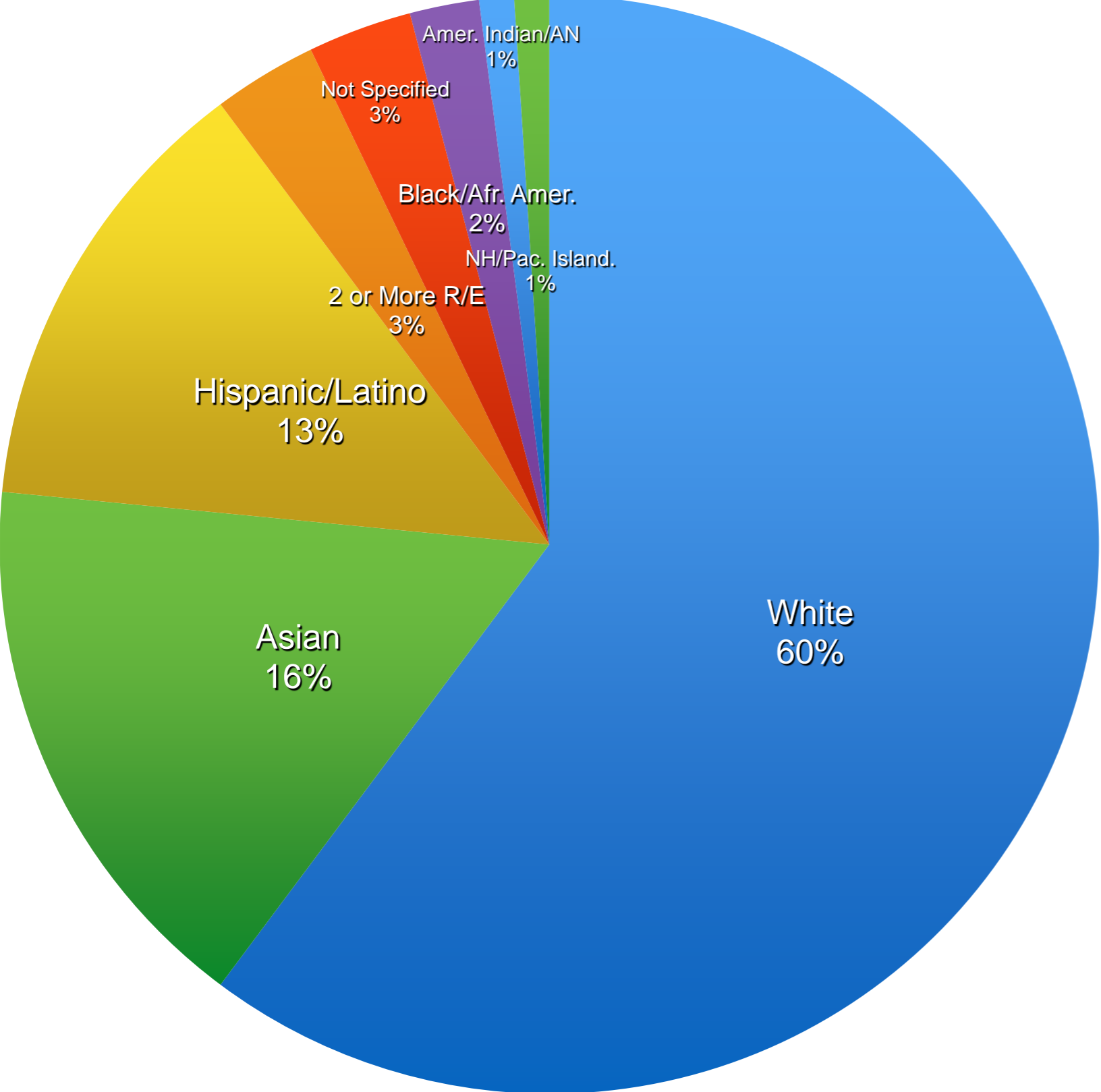
Bias Video <http://www.youtube.com/watch?v=UZHxFU7TYo4&feature=plcp>

Definitions

- URM - Historically under represented minorities - African-American, Latino, Native American
- Non URM - White and Asian
- Faculty of Color (African American, Native American, Asian/PI, Latino)
- Not specified
- 2 or more
- Tenure Track v. Lecturer
- Equal Employment Opportunity v. Diversity

Note we define diversity more broadly than race and gender.

CSUSM All (TT) Faculty Diversity Portrait, 2013-2014

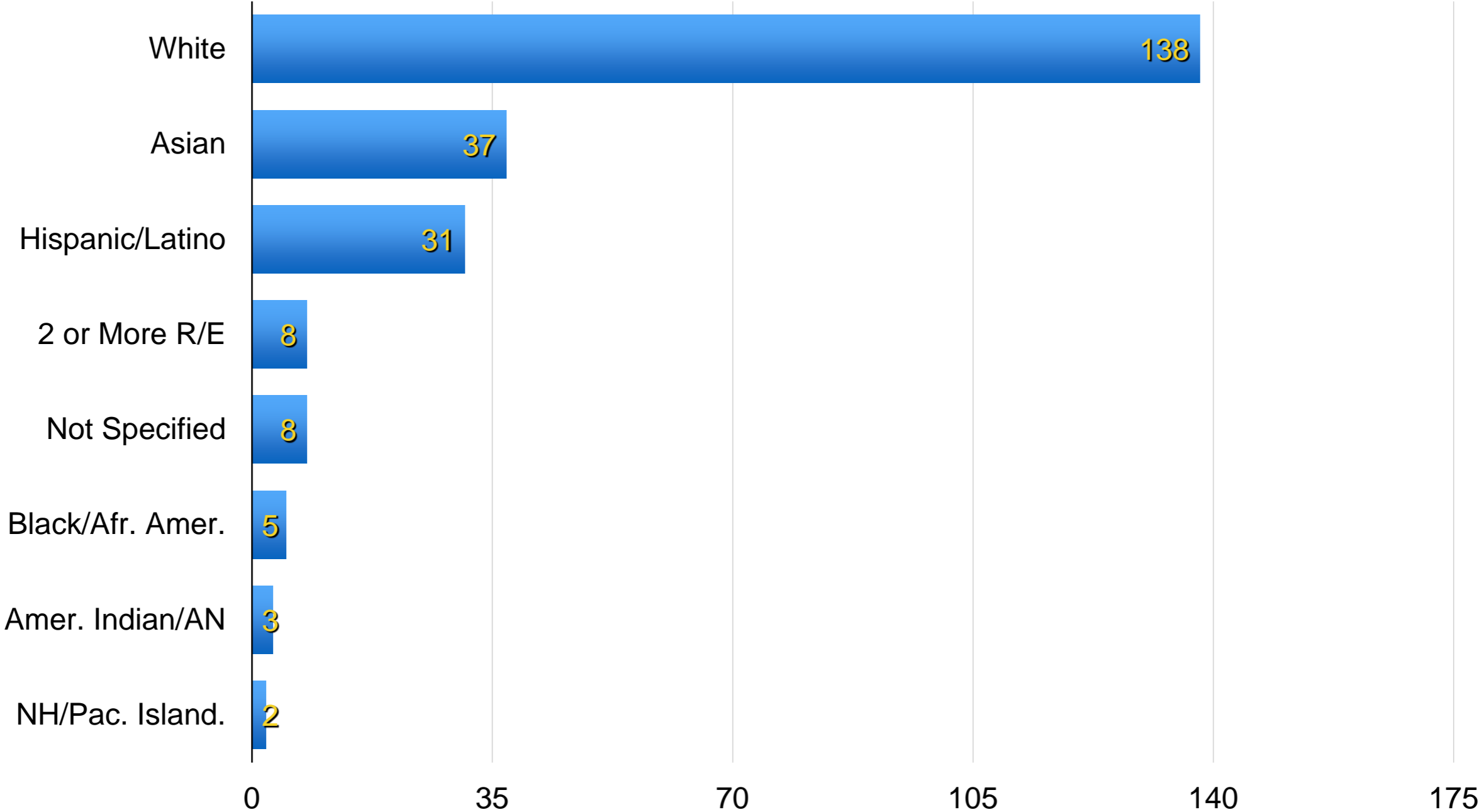


- White - 60%
- Asian - 16%
- Hispanic/Latino - 13%
- 2 or More R/E - 3%
- Not Specified - 3%
- Black/Afr. Amer. - 2%
- American Indian/AN - 1%
- NH/Pacific Islander - 1%

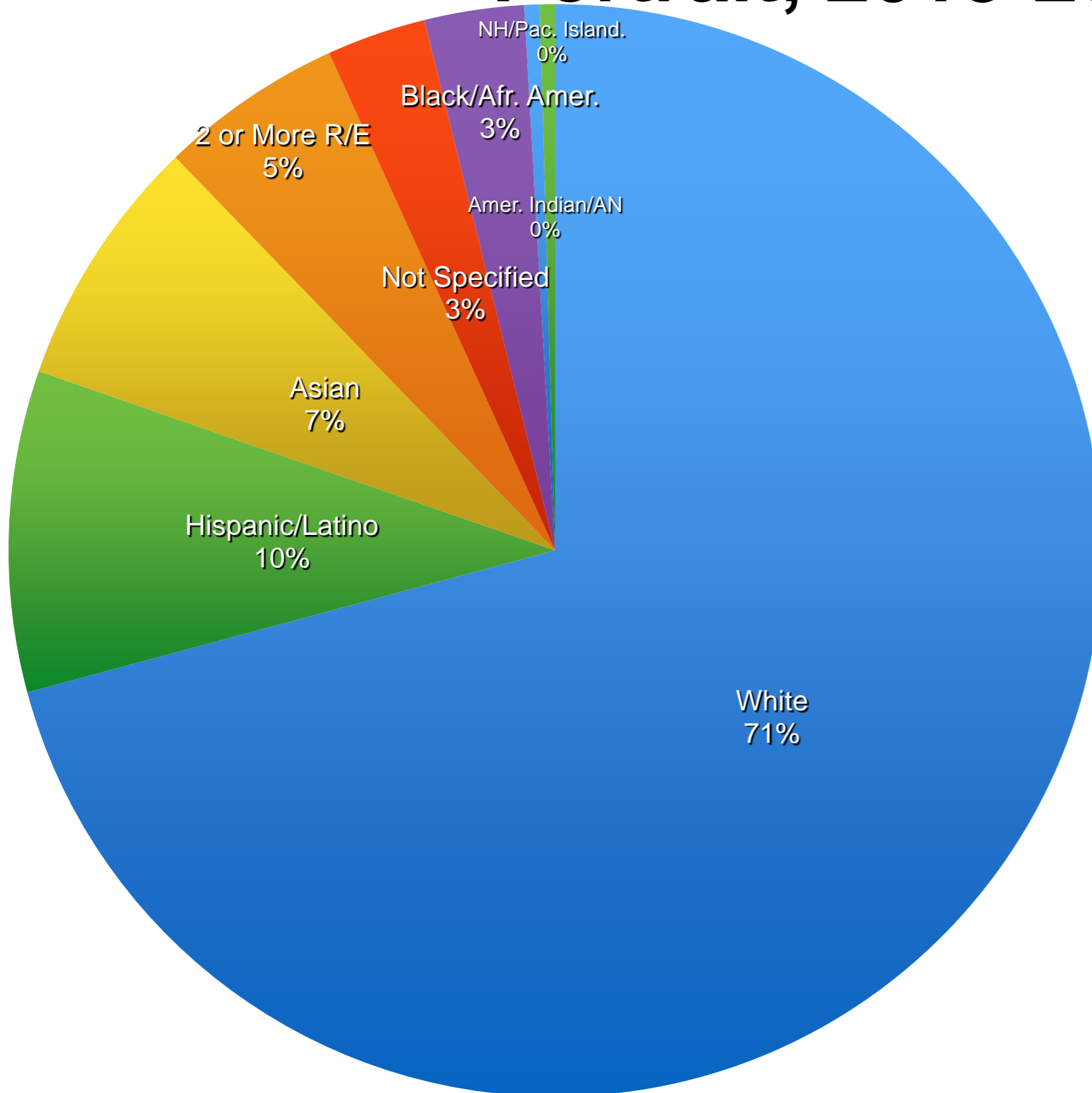


CSUSM All (TT) Faculty Diversity Portrait, 2013-2014

Overall Tenure Track Faculty - Fall 2013 - Frequencies



CSUSM Lecturer (L) Faculty Diversity Portrait, 2013-2014

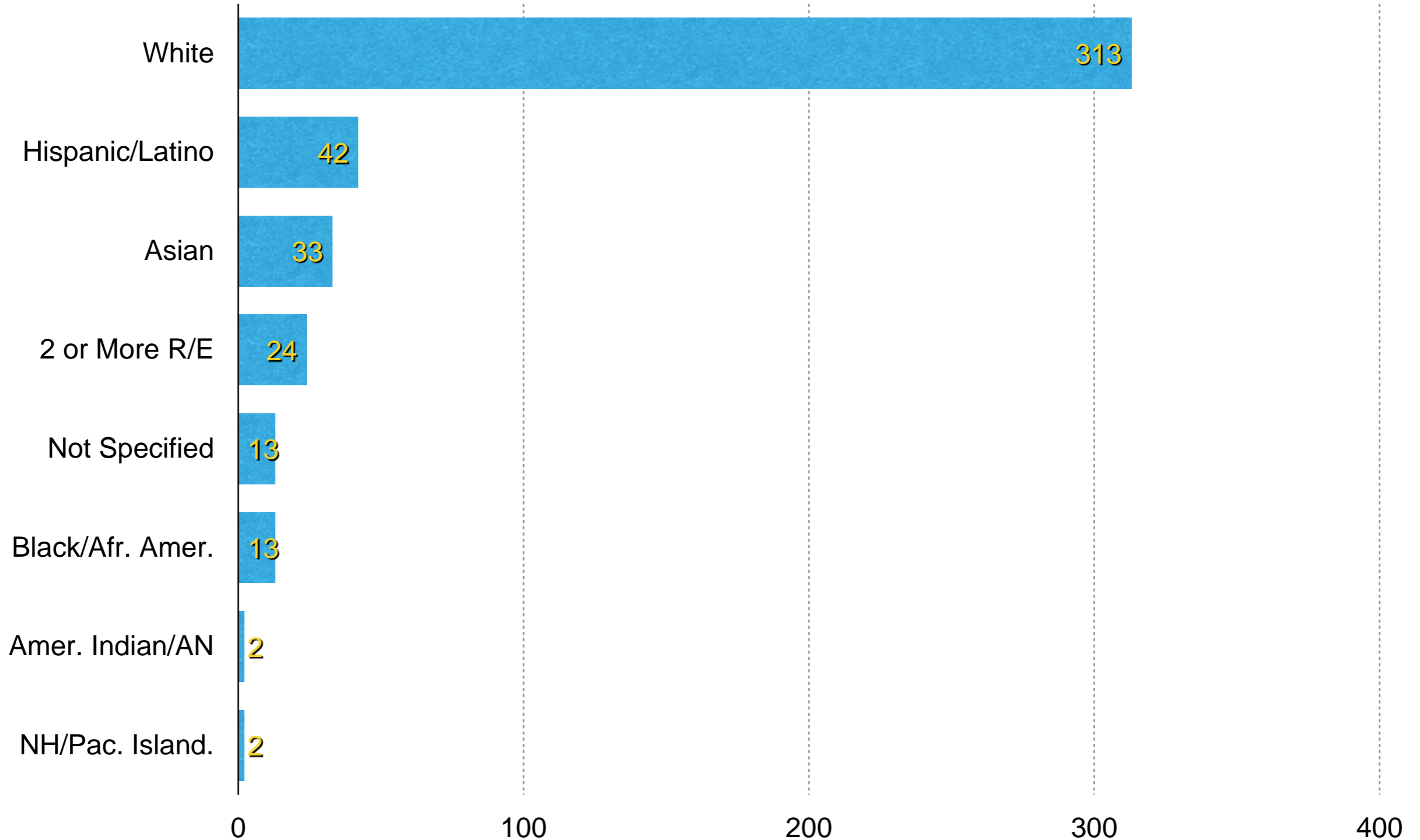


- White - 71%
- Asian - 7%
- Hispanic/Latino - 10%
- 2 or More R/E - 5%
- Not Specified - 3%
- Black/Afr. Amer. - 3%
- American Indian/AN - 0%
- NH/Pacific Islander - 0%

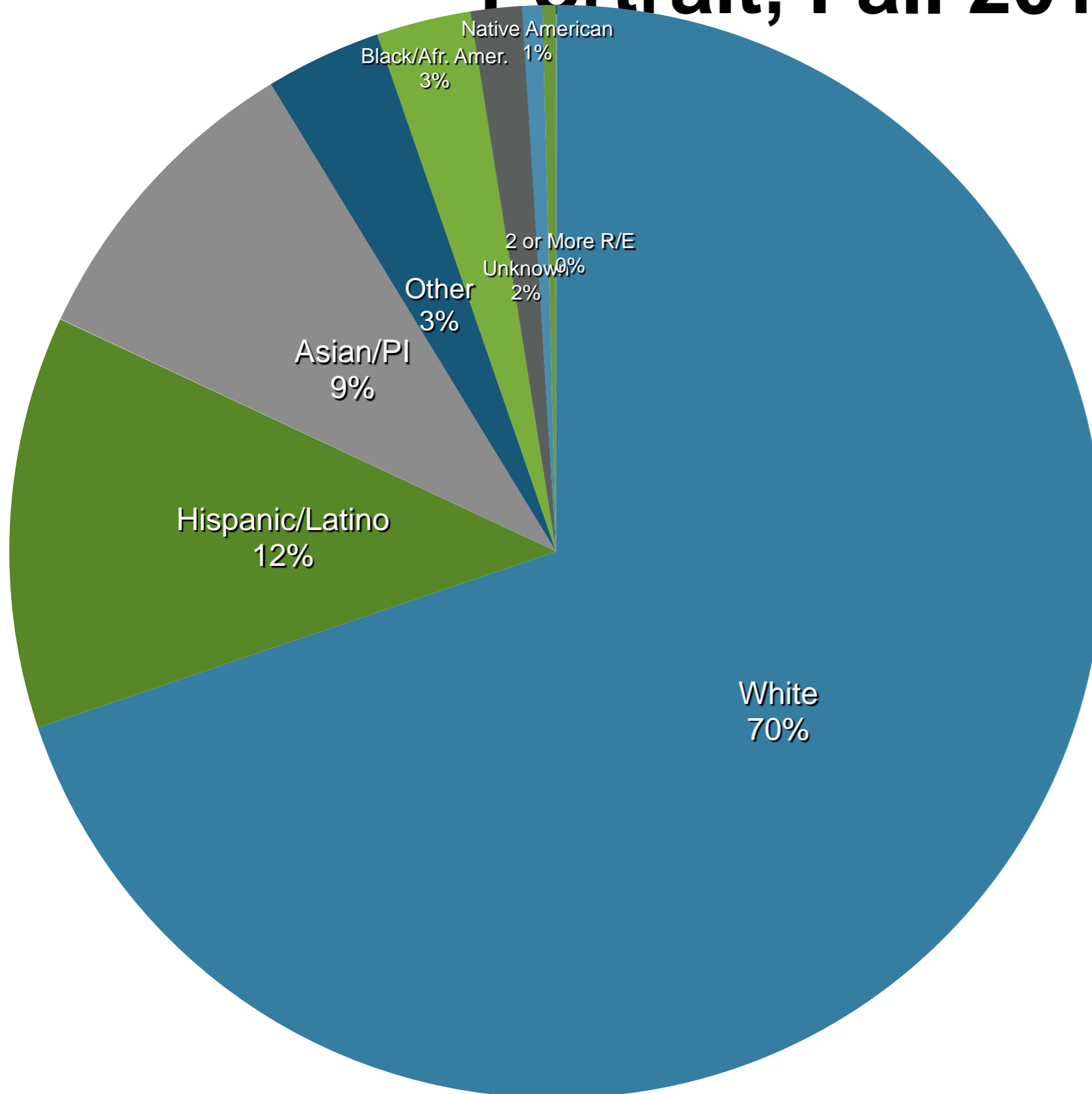


CSUSM Lecturer (L) Faculty Diversity Portrait, 2013-2014

Overall Lecturer Faculty - 2013-2014 - Frequencies



CSUSM All (TT & L) Faculty Diversity Portrait, Fall 2013



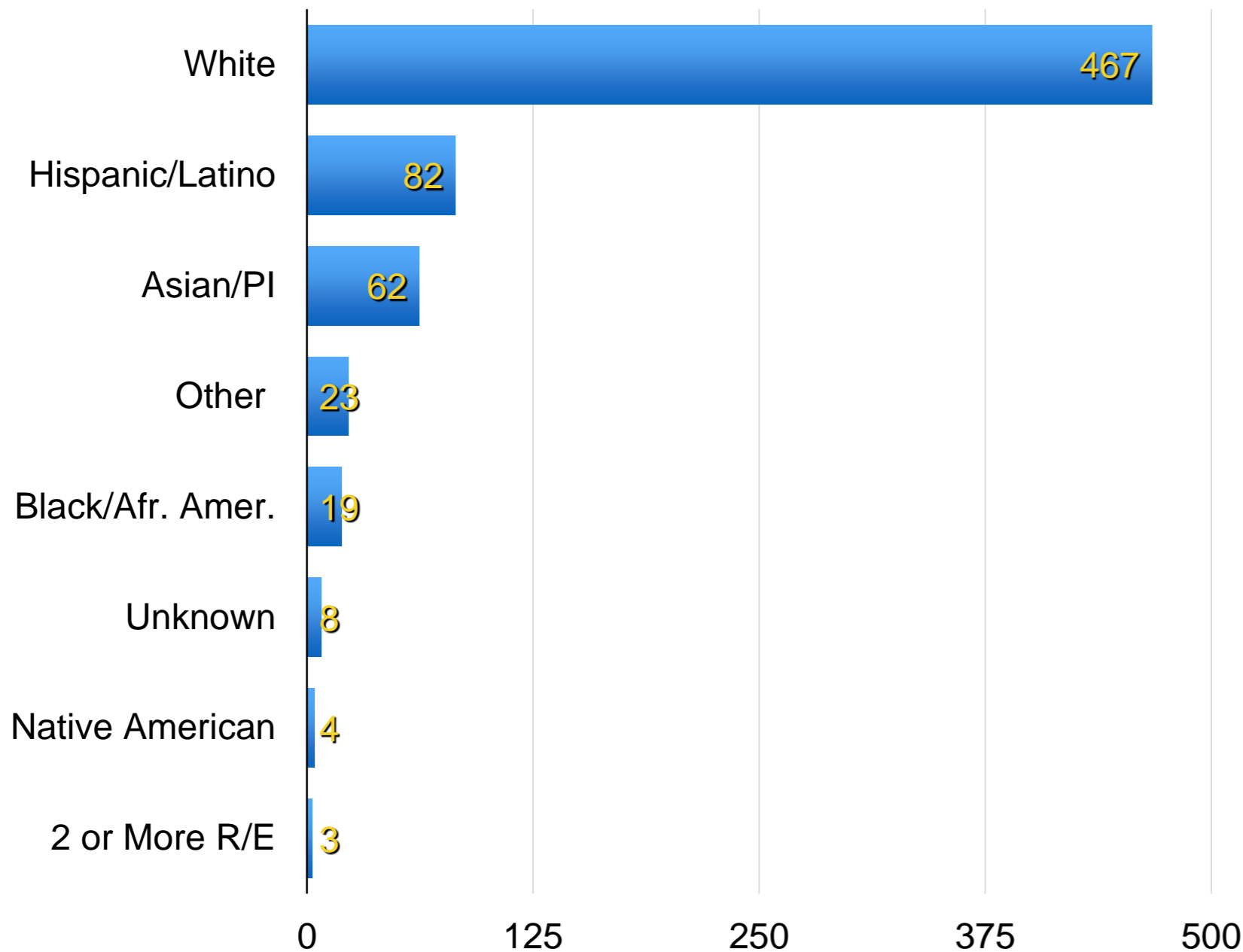
- **Below Systemwide Levels:**
- Native American
- Asian/PI
- Black/Afr. Amer.
- Not Specified

- **Above Systemwide Levels:**
- Hispanic/Latino
- White
- 2 or More R/E



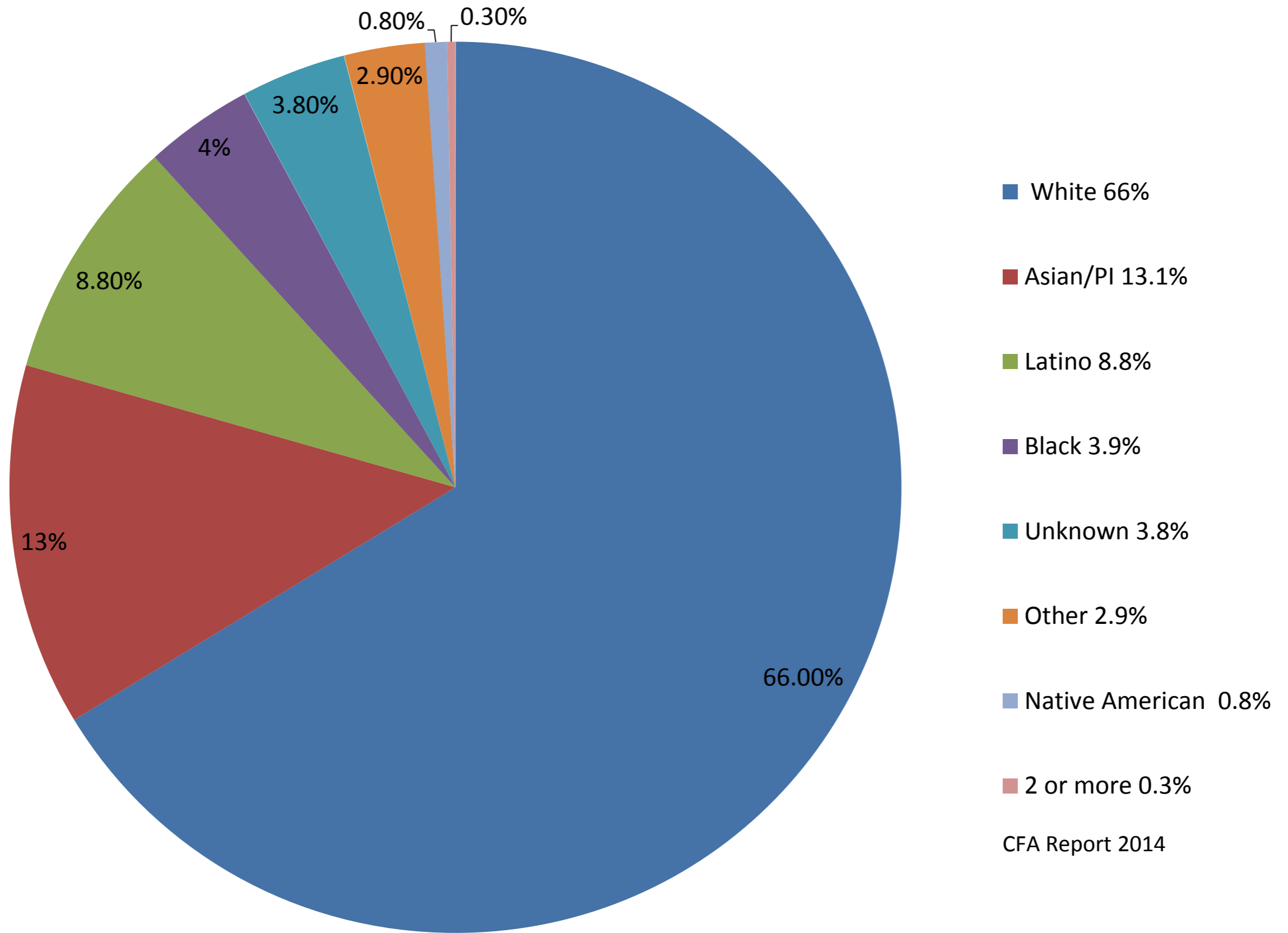
CSUSM All (TT & L) Faculty Diversity Portrait, Fall 2013

Overall Faculty (TT & Lecturers) - 2013 - Frequencies



- **Below Systemwide Levels:**
 - Native American
 - Asian/PI
 - Black/Afr. Amer.
 - Not Specified
- **Above Systemwide Levels:**
 - Hispanic/Latino
 - White
 - 2 or More R/E

CSU – System-wide Race/Ethnicity All Faculty 2013



CSU's Comparison (2013)

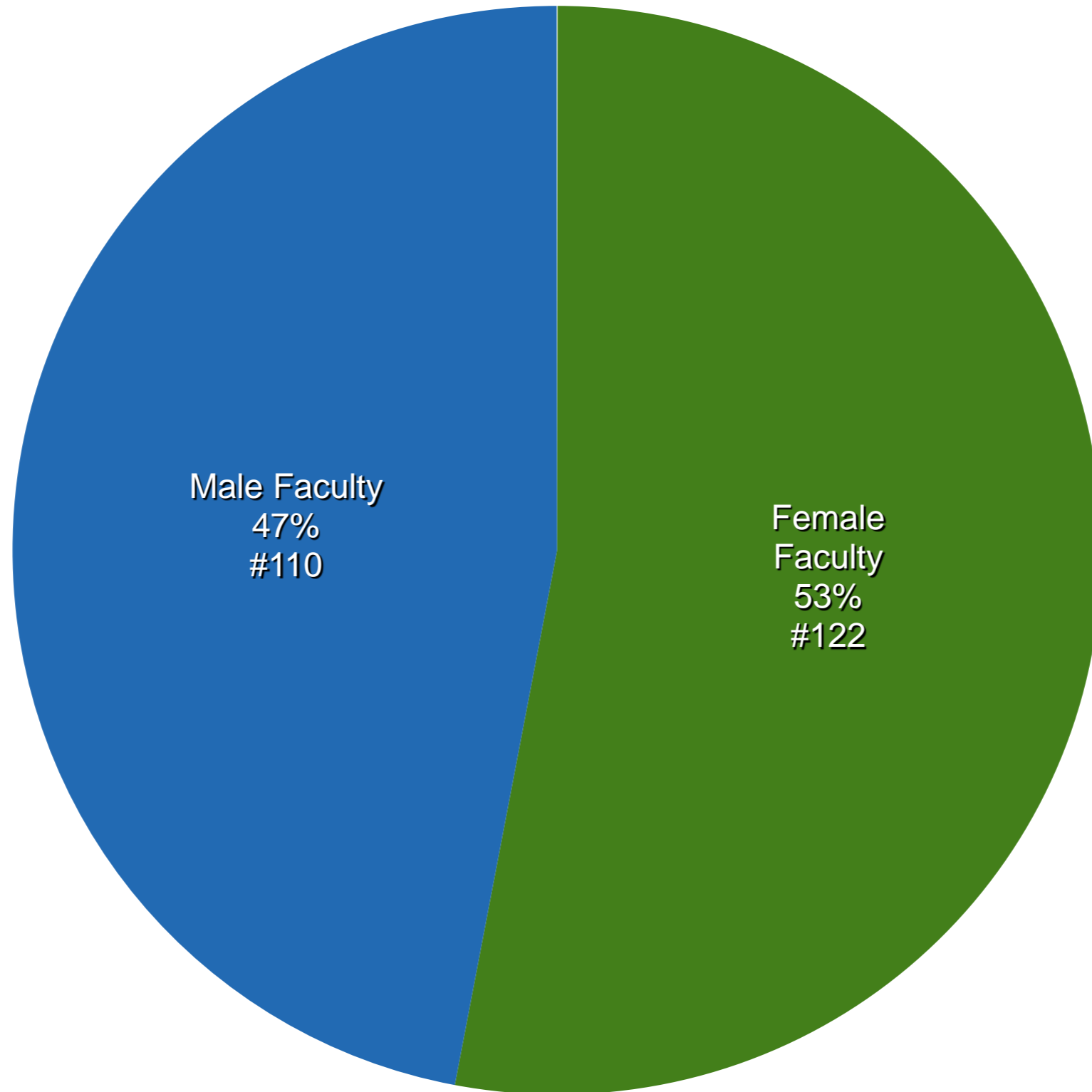
CSU's with highest % of faculty of color (TT & L)

- 46% Los Angeles
- 41% Dominguez Hills (11% black)

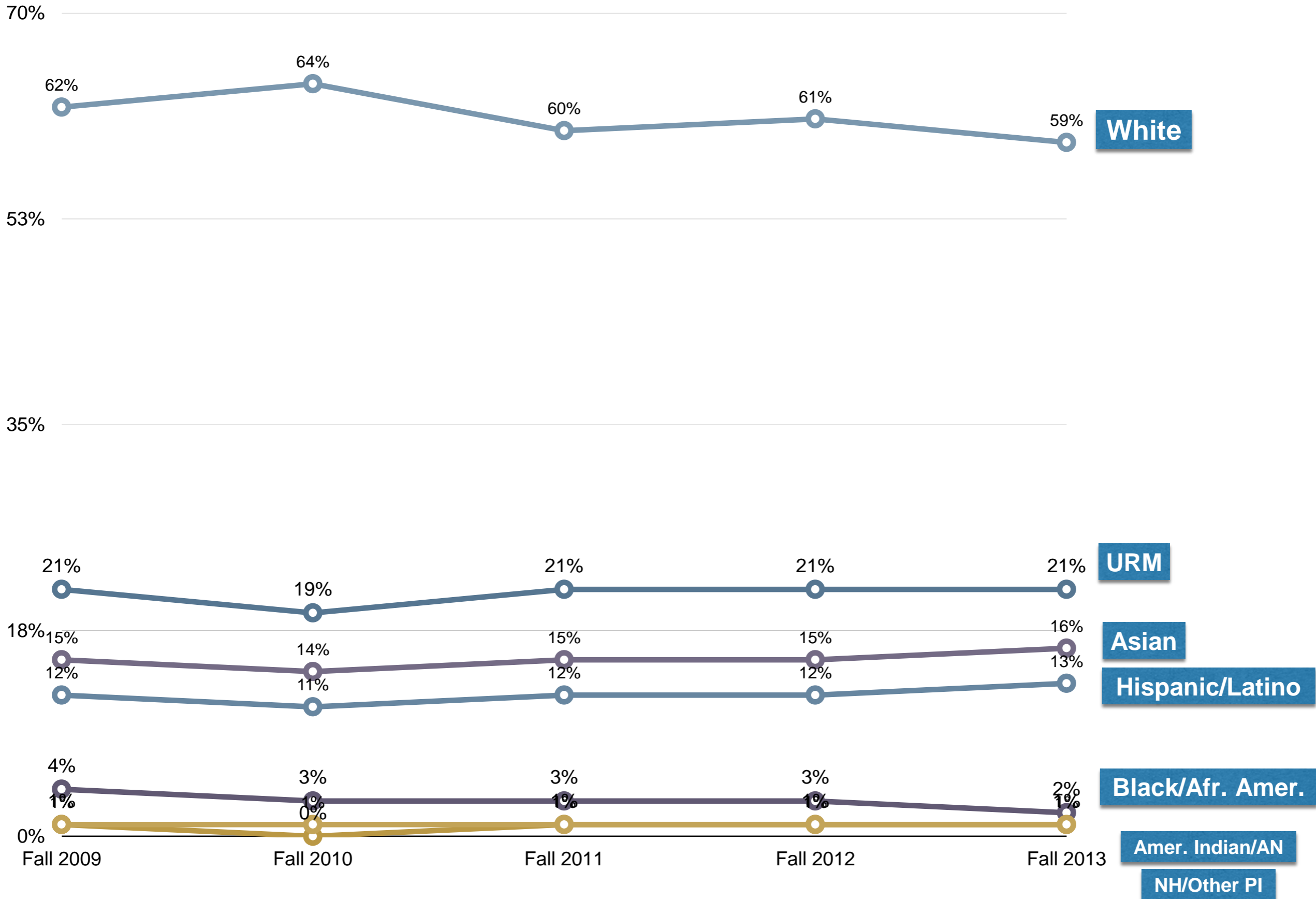
CSU's with Lowest % of faculty of color

- 18.2% San Luis Obispo
- 15.5% Chico
- 14.2% Humboldt

CSUSM Tenure-Track (TT) Faculty Diversity Portrait, Gender, 2013-2014

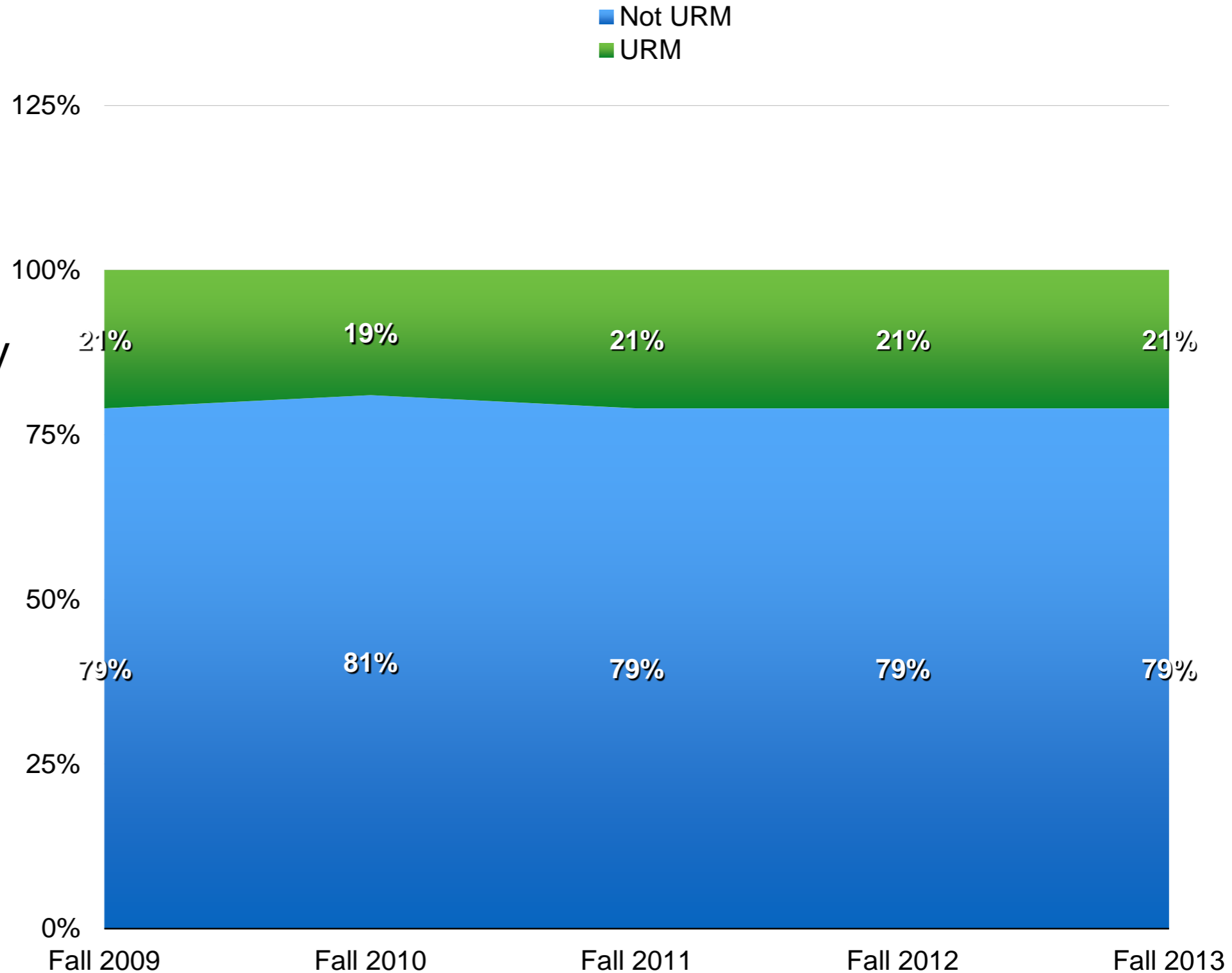


All Faculty (TT) Percentage Trends By Race/Ethnicity, 2009 - 2013



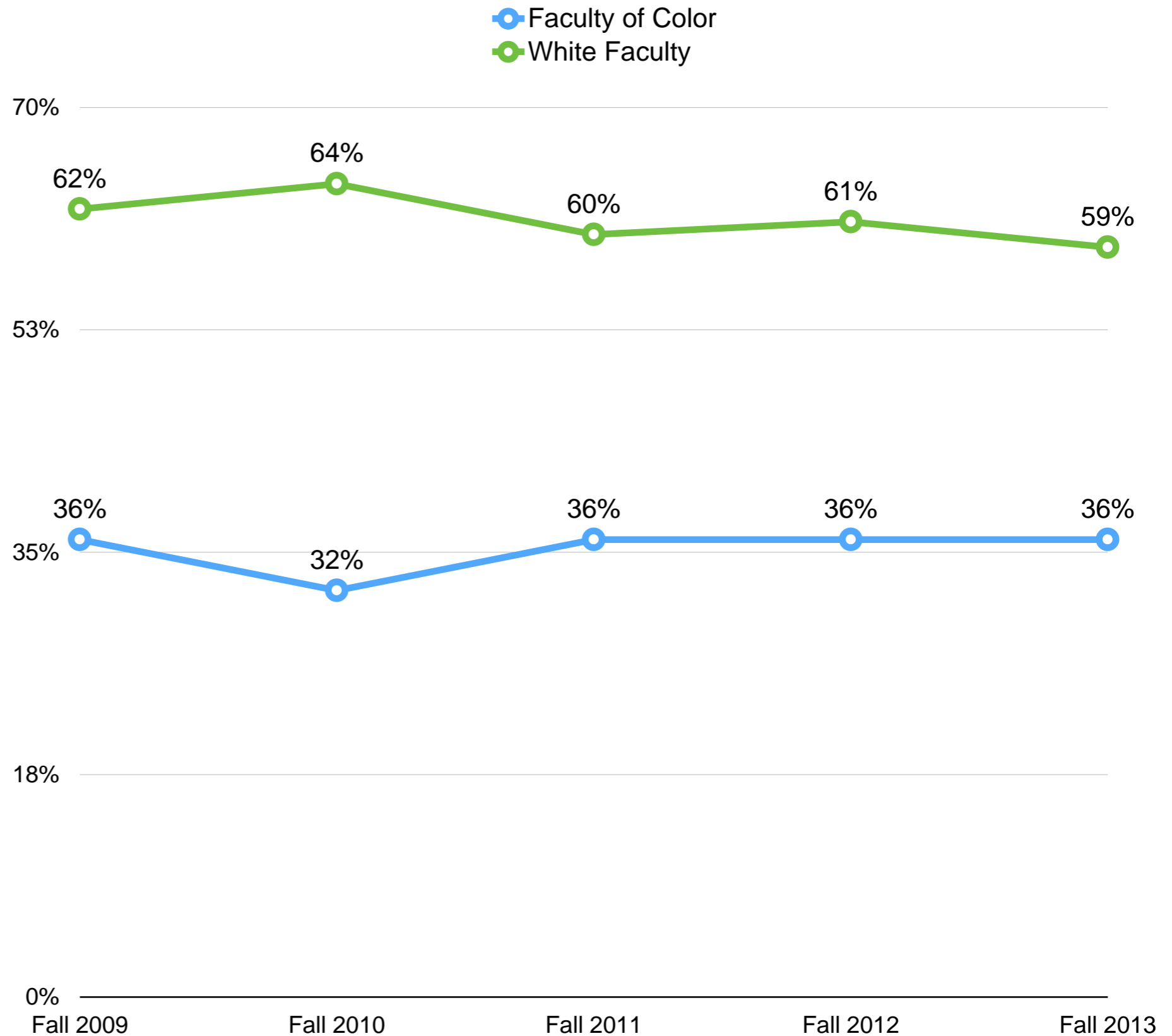
Ratio of URM to Non-URM (TT) Faculty, 2013

- Steady (No Growth) in Percentage of URM TT Faculty
- Non-URM Faculty in Majority of TT Faculty
- URM = Historically Underrepresented; Does Not Include Asians, 2 or More R/E

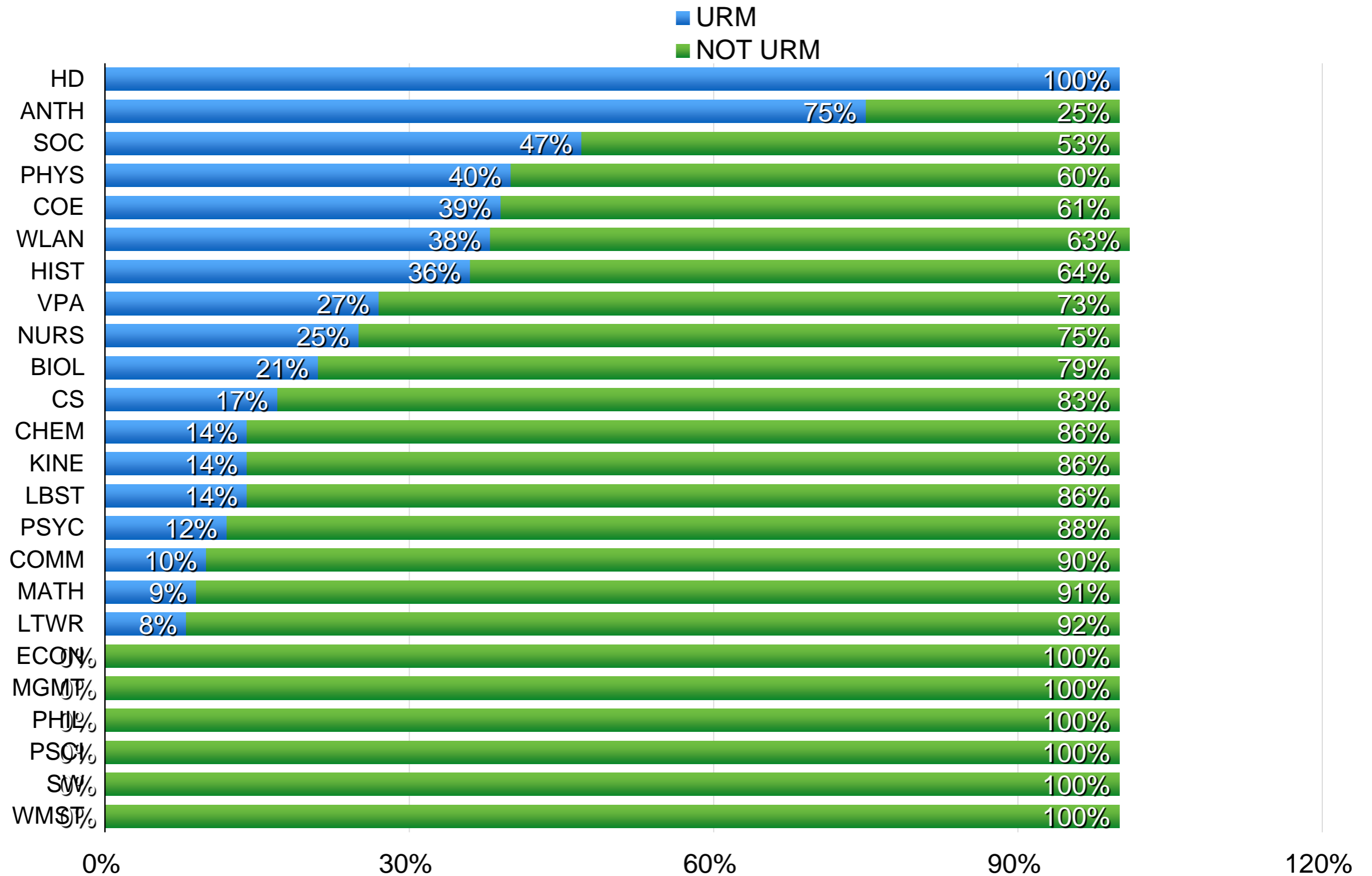


Ratio of Faculty of Color to White Faculty (TT), 2013

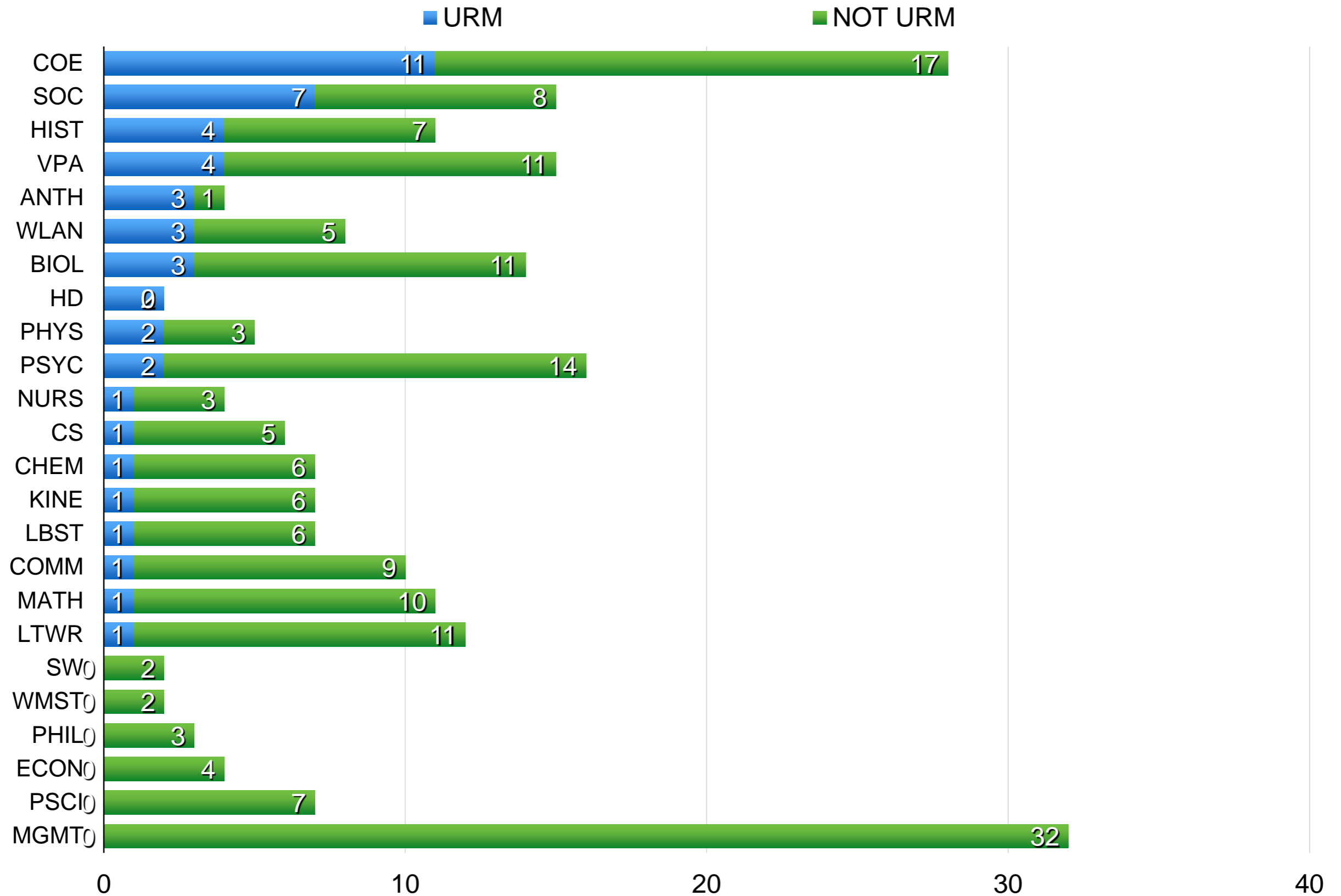
- Steady Rate (No Growth) of the Percentage of Faculty (TT) of Color
- Slight Decline in White Faculty
- White Faculty Still Stands as the Majority R/E
- Faculty of Color = All Groups (Including Asians, 2 or More R/E) Except Whites, Not Specified



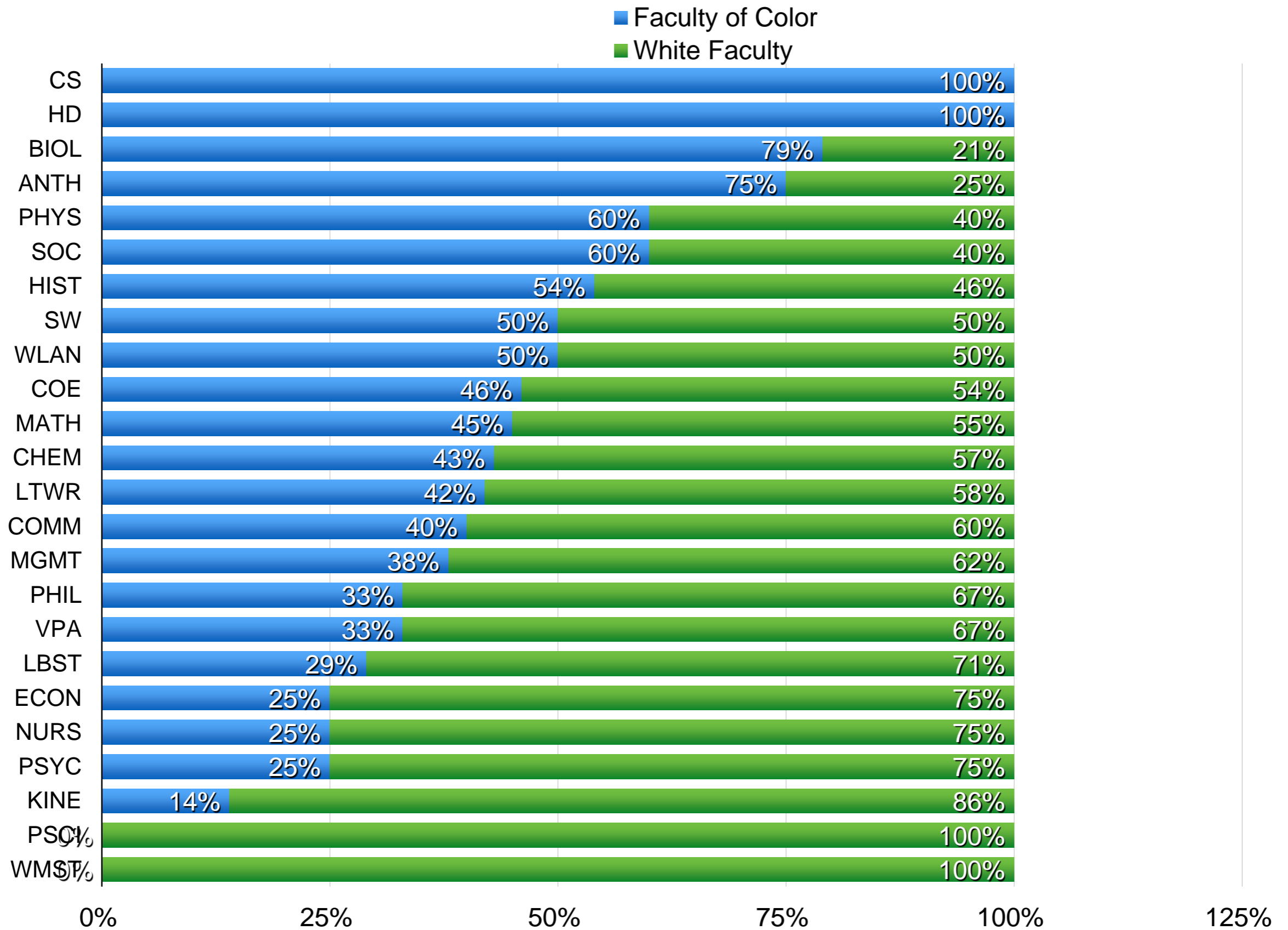
All Departments In Terms of % of URM Faculty (TT), 2013



All Departments In Terms of URM Faculty (TT), 2013 - Frequencies

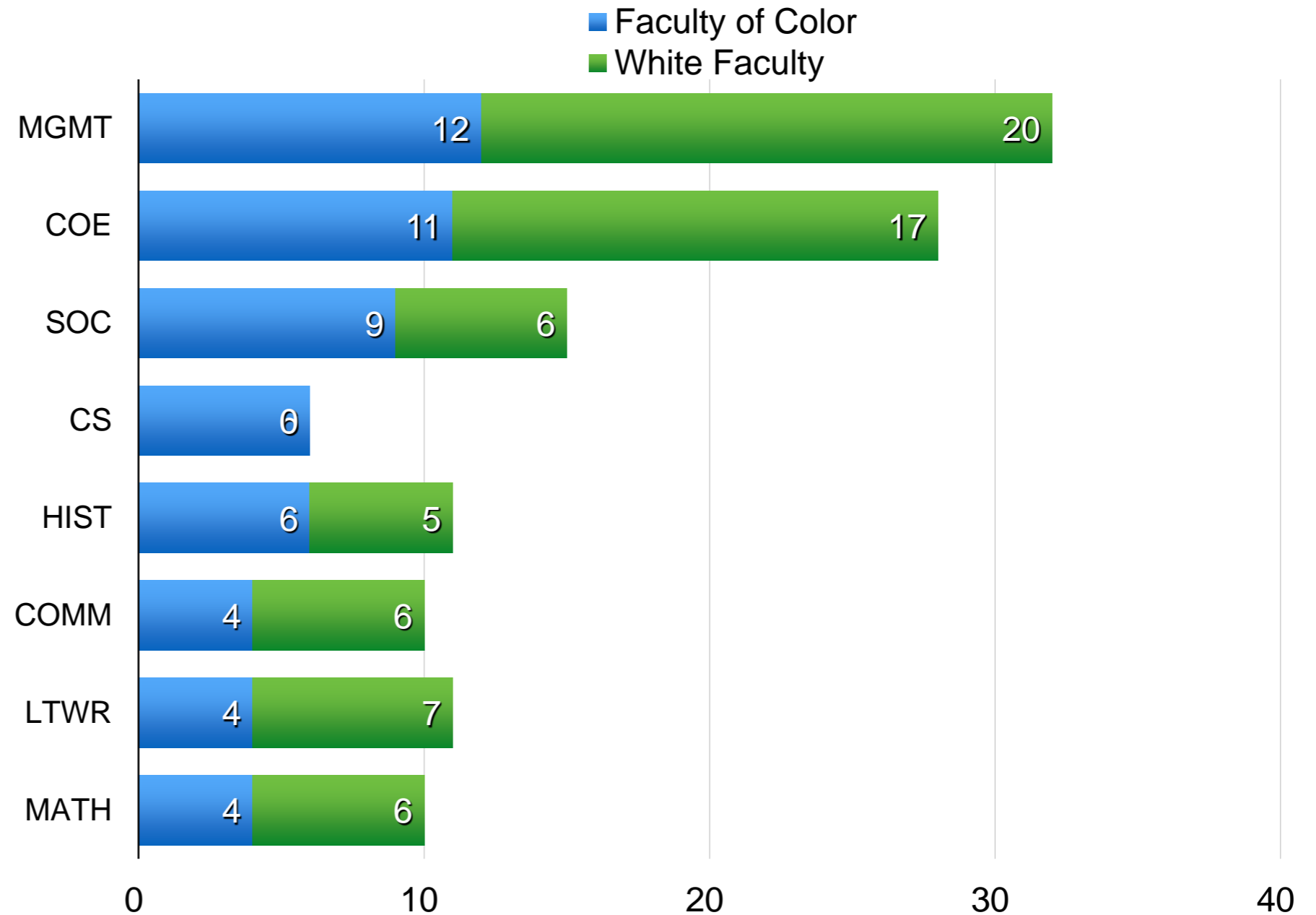


All Departments In Terms of % of Faculty of Color (TT), 2013



Departments With The Highest numbers of Faculty (TT) of Color, 2013 - Frequencies

- MGMT, COE, SOC = Highest Number of Faculty of Color
- Faculty of Color = All Groups (Including Asians, 2 or More R/E) Except Whites, Not Specified



Positive Highlights In Terms of Faculty Race/Ethnicity in Departments, 2013

Positives



- **Hispanic/Latino:**

- ANTH - 50% Hispanic/Latino
- HD - 50% Hispanic/Latino
- WLAN - 38% Hispanic/Latino
- SOC - 27% Hispanic/Latino
- NURS - 25% Hispanic/Latino
- COE - 25% Hispanic/Latino
- BIOL - 21% Hispanic/Latino

- **Black/African American:**

- HIST - 18%
- SOC - 13% Black/African American

- **Asian:**

- SOCW - 50% Asian
- MGMT - 38% Asian
- MATH - 36% Asian
- PHIL - 33% Asian

- **American Indian/Alaska Native:**

- ANTH - 25% American Indian/AN
- PHYS - 20% American Indian/AN

- **Native Hawaiian/Other Pacific Islander:**

- HIST - 9% Native Hawaiian/Other Pacific Islander

Positive Highlights In Terms of Faculty Race/Ethnicity in Departments, 2013

Positives

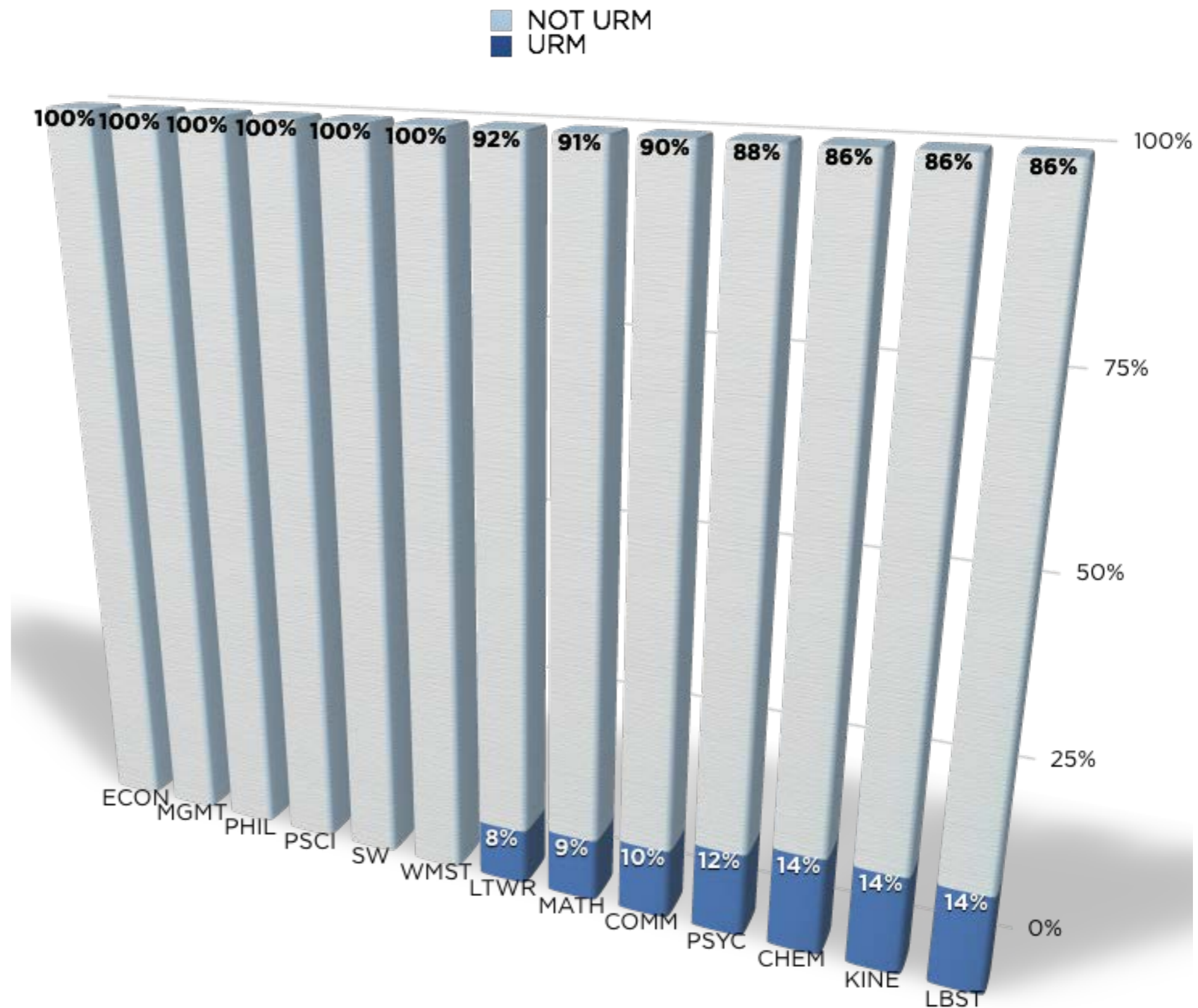


Departments w/Increasing Percentage Trends of URM Faculty:

- ANTH
- COE
- HD
- PHYS
- SOC

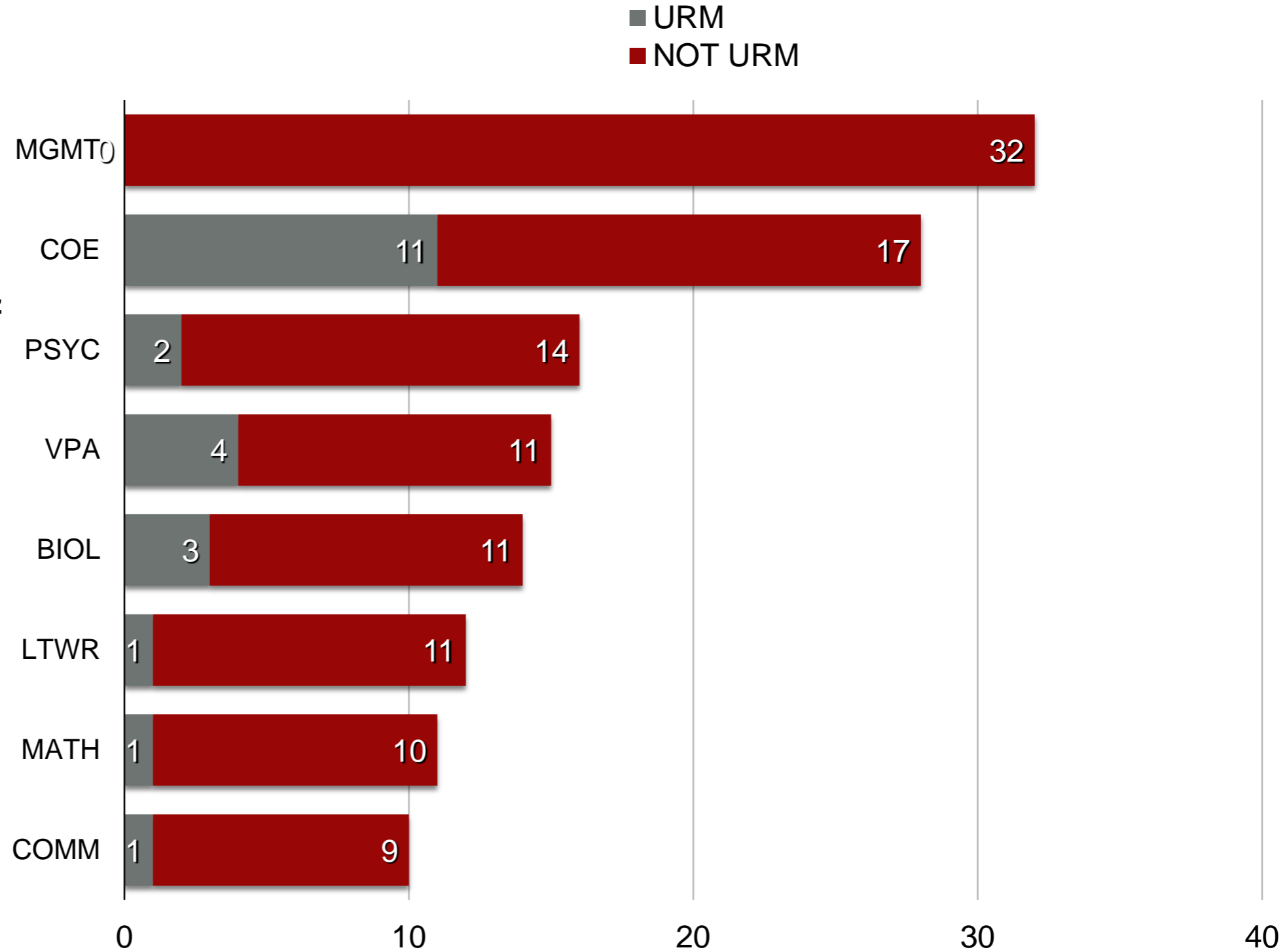
Departments With The Highest % of Non-URM Faculty (TT), 2013

- ECON, MGMT, PHIL, PSCI, SW, WMST = Highest % of Non-URM Faculty
- Non-URM = Includes Asians, Whites, 2 or More R/E



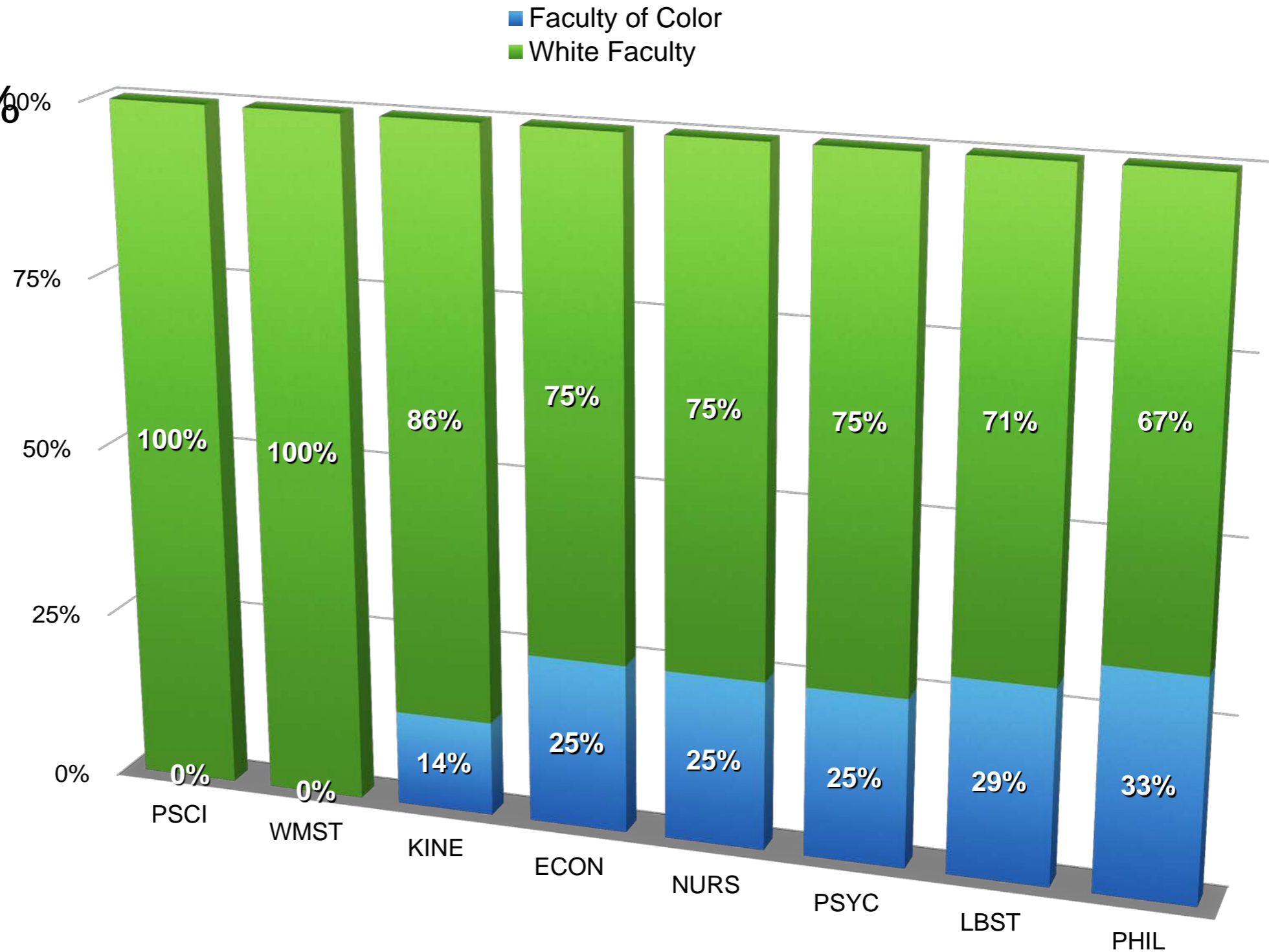
Departments With The Highest number of Non-URM Faculty (TT), 2013 - Frequencies

- MGMT, COE, PSYC, VPA, BIOL, LTWR = Highest Number of Non-URM Faculty
- Non-URM = Includes Asians, Whites, 2 or More R/E



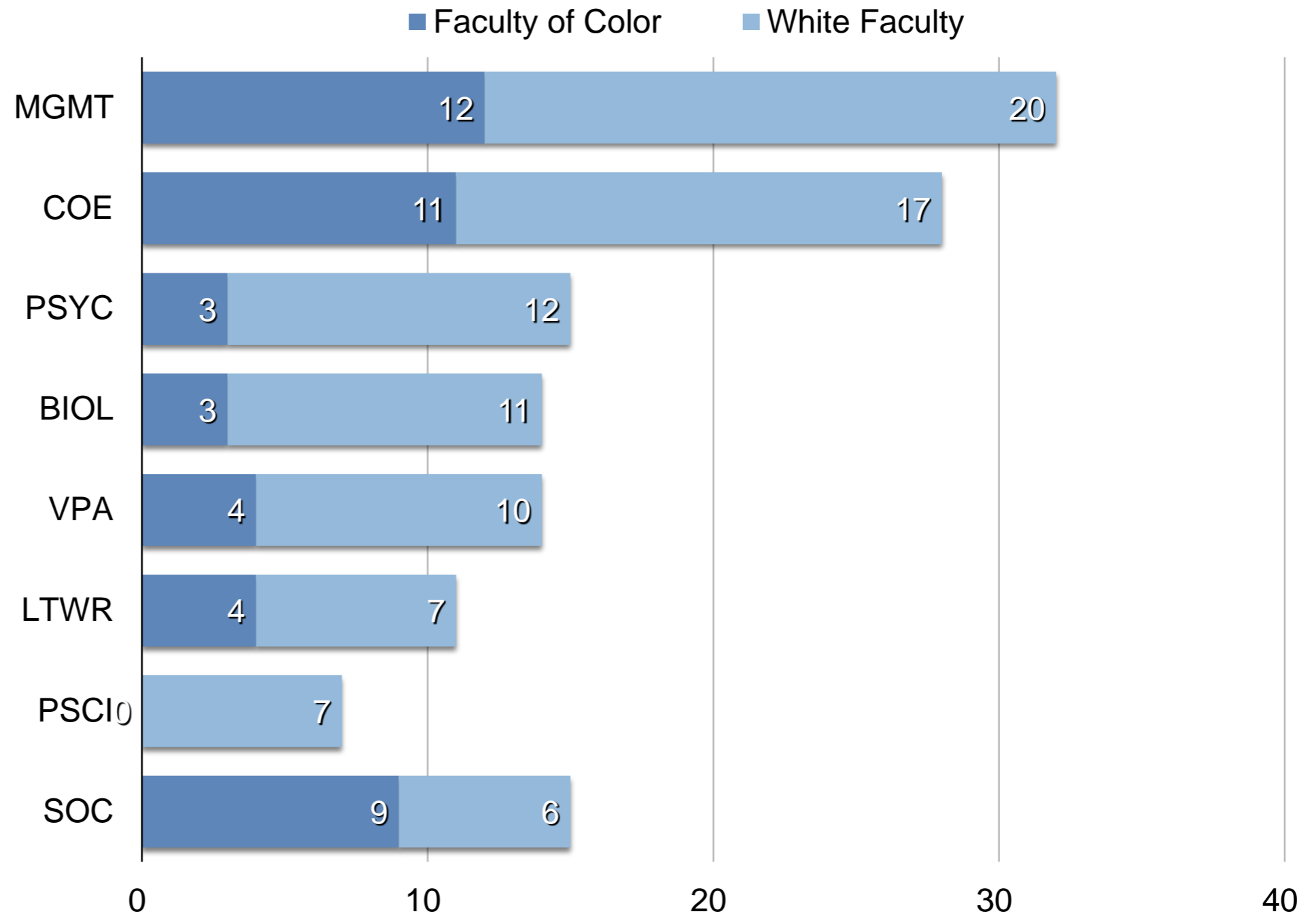
Departments With The Highest % of White Faculty (TT), 2013

- PSCI, WMST, KINE = Highest % of White Faculty



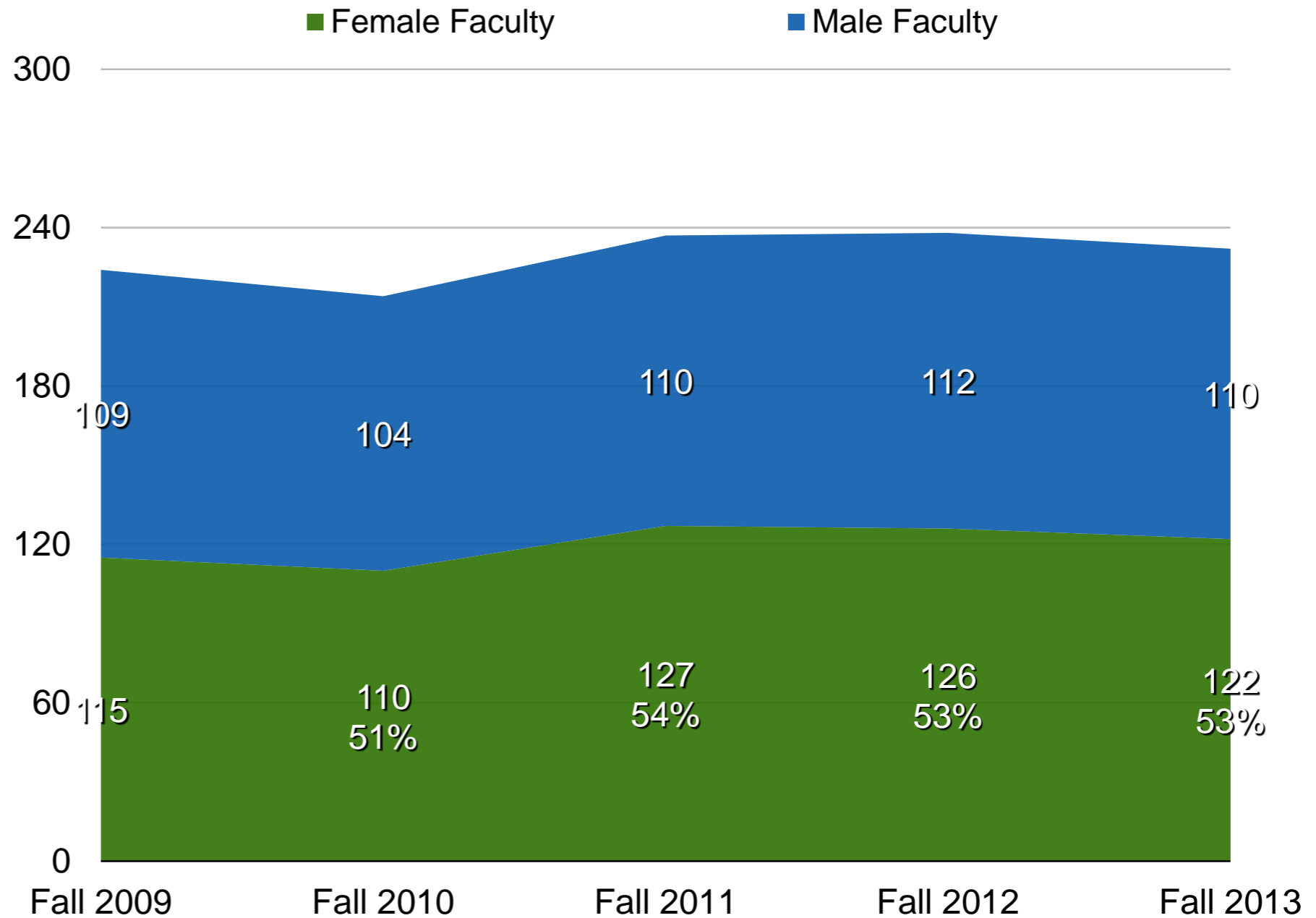
Departments With The Highest #'s of White Faculty (TT), 2013 - Frequencies

- MGMT, COE, PSYC = Highest Number of White Faculty

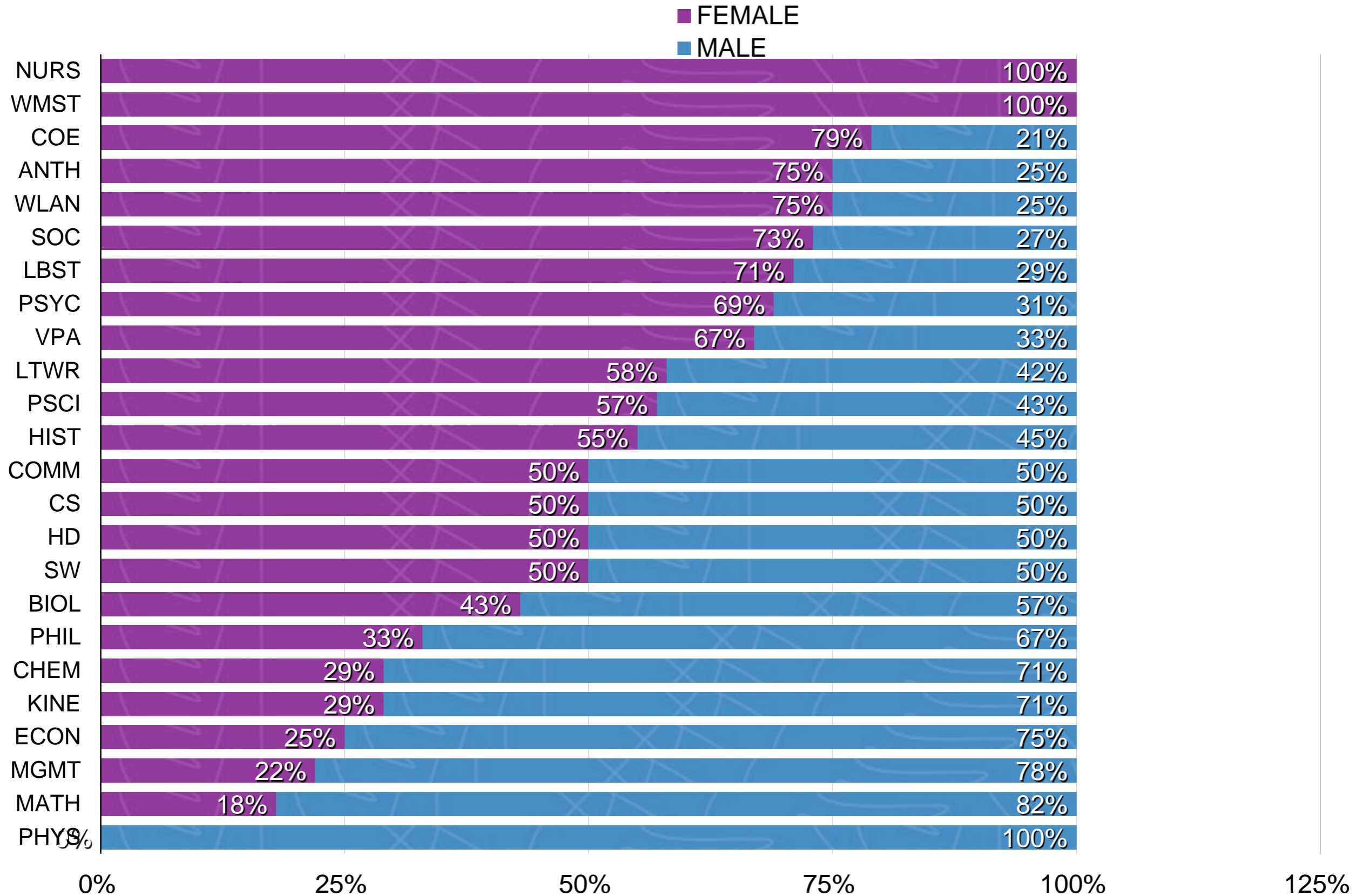


Ratio of Female Faculty To Male Faculty (TT), 2009 - 2013 - Frequencies

- Steady Rate (No Growth) of the Number of Female Faculty (TT)
- Slight Decline in Female Faculty

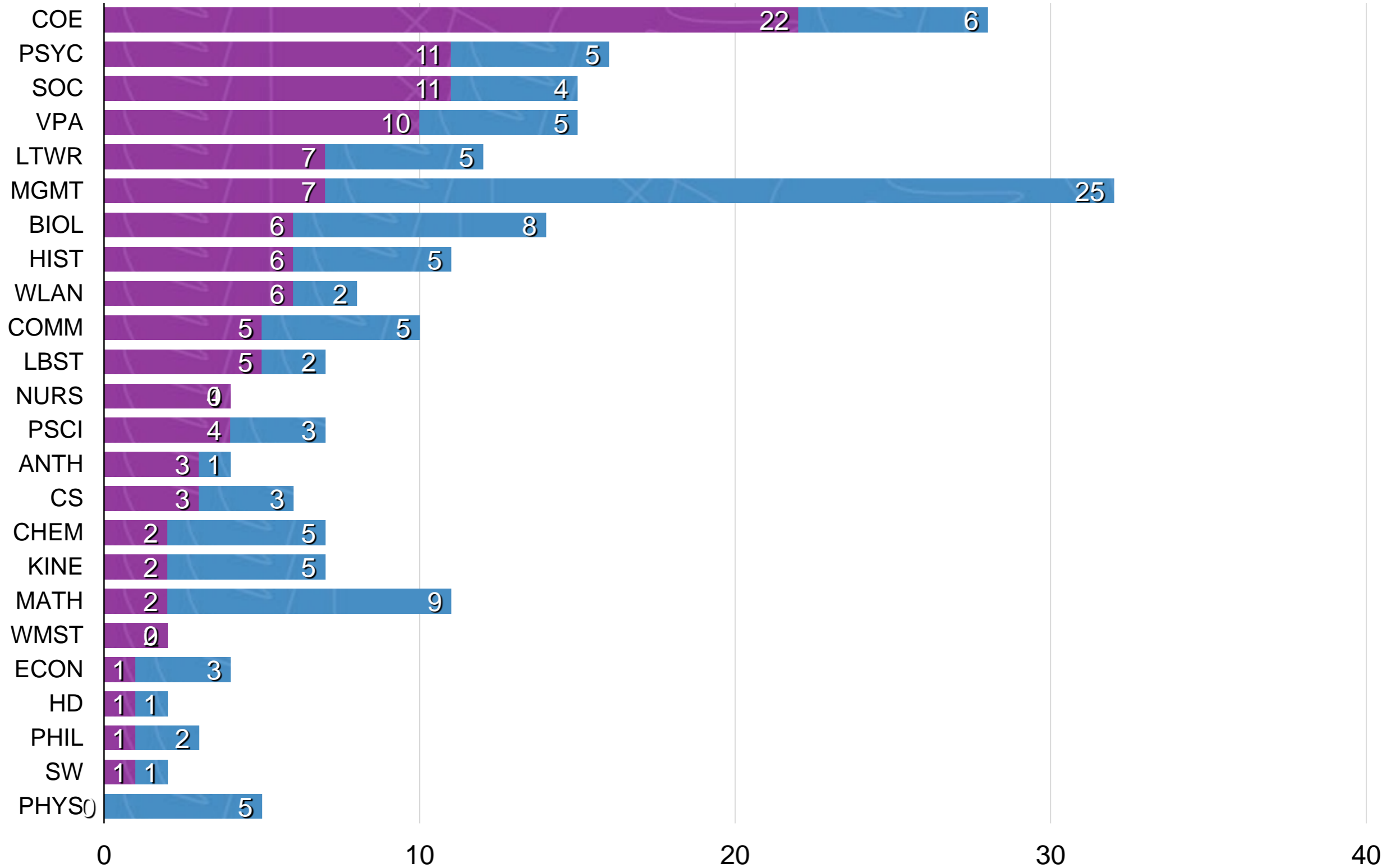


All Departments In Terms of % of Gender (TT), 2013



All Departments In Terms of Gender (TT), 2013 - Frequencies

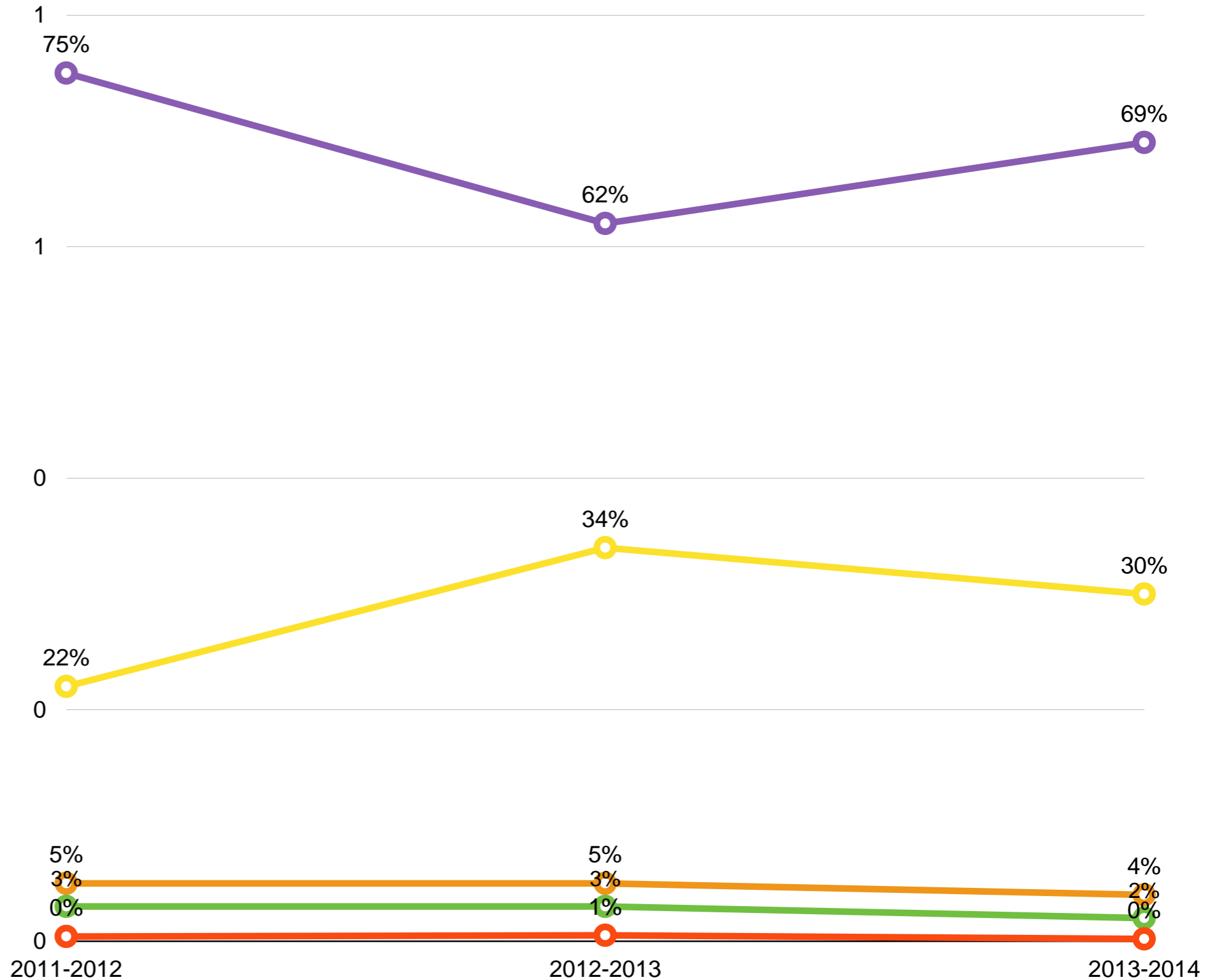
FEMALE
MALE



Race/Ethnicity of TT Faculty Applicants, 2011 - 2013

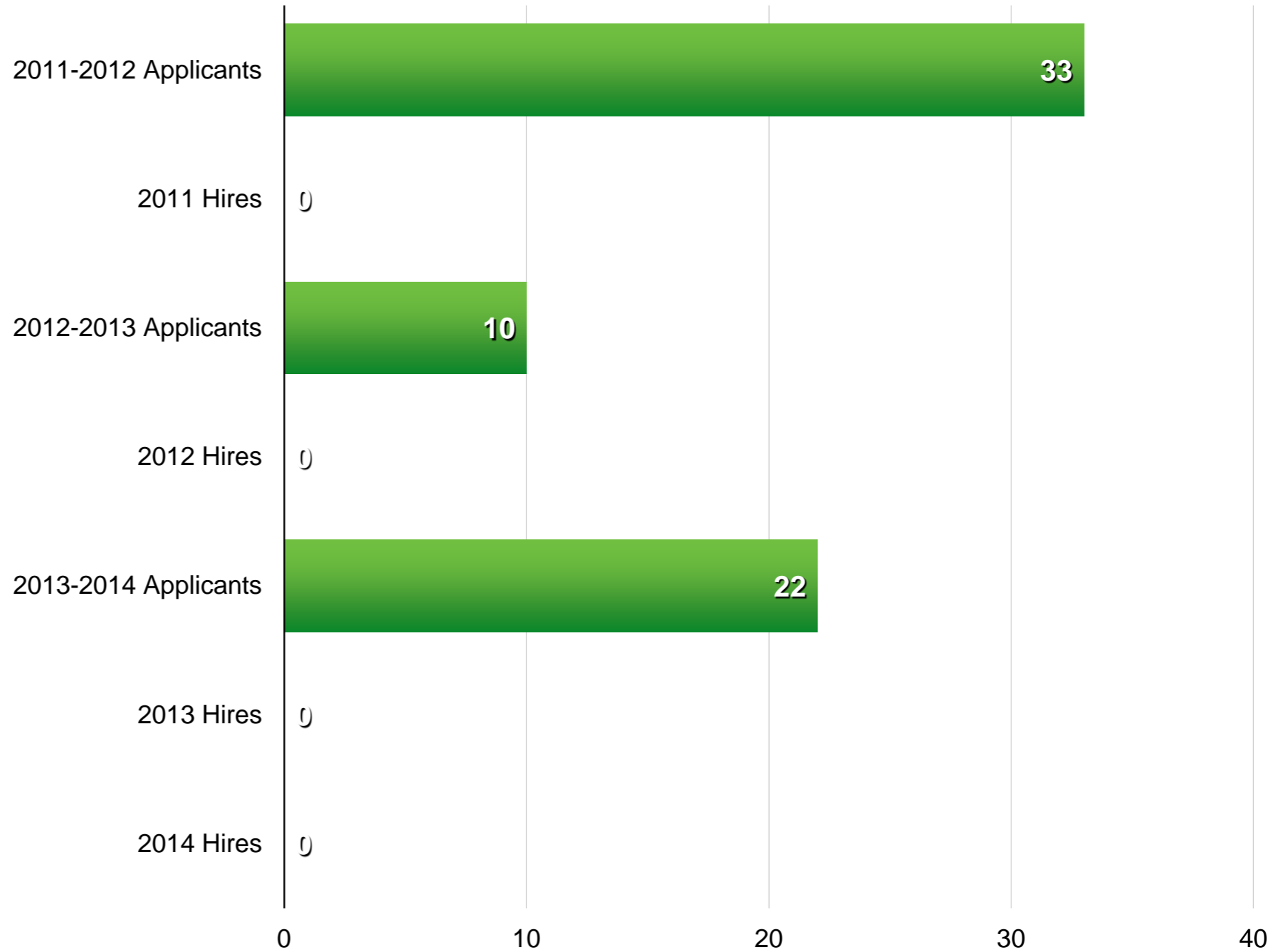
- American Indian/Alaska Native
- Asian
- Black/African American
- Native Hawaiian/Other PI
- White

- A lower % of Native Hawaiians/Other Pacific Islanders are applying for TT Faculty Positions
- A lower % of American Indians/Alaska Natives are applying for TT Faculty Positions
- A lower % of Black/African Americans are applying for TT Faculty Positions 5-4%
- Whites and Asians are applying the most for TT Faculty Positions
- Decline in Latino's 13% to 9% of applicants



African American TT Faculty Applicants in Relation to African American Faculty Hires, 2011 - 2014

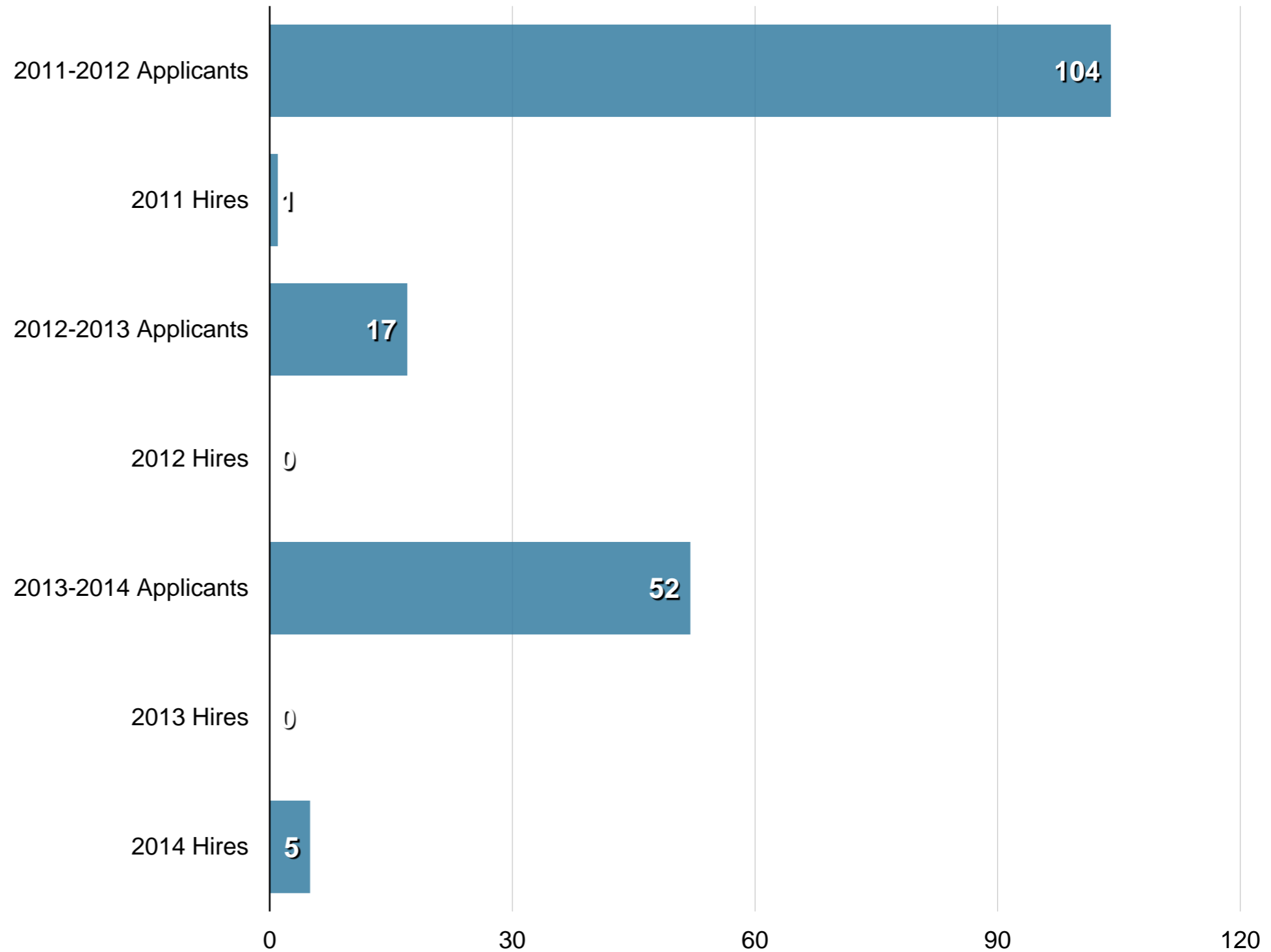
- There have been 0 African American hires in the last 3 years despite 65 African American applicants
- Selection Rate ($\frac{\# \text{ hired}}{\# \text{ of applicants}} = 0$)



Hispanic/Latino TT Faculty Applicants in Relation to Hispanic/Latino Faculty Hires, 2011 - 2014

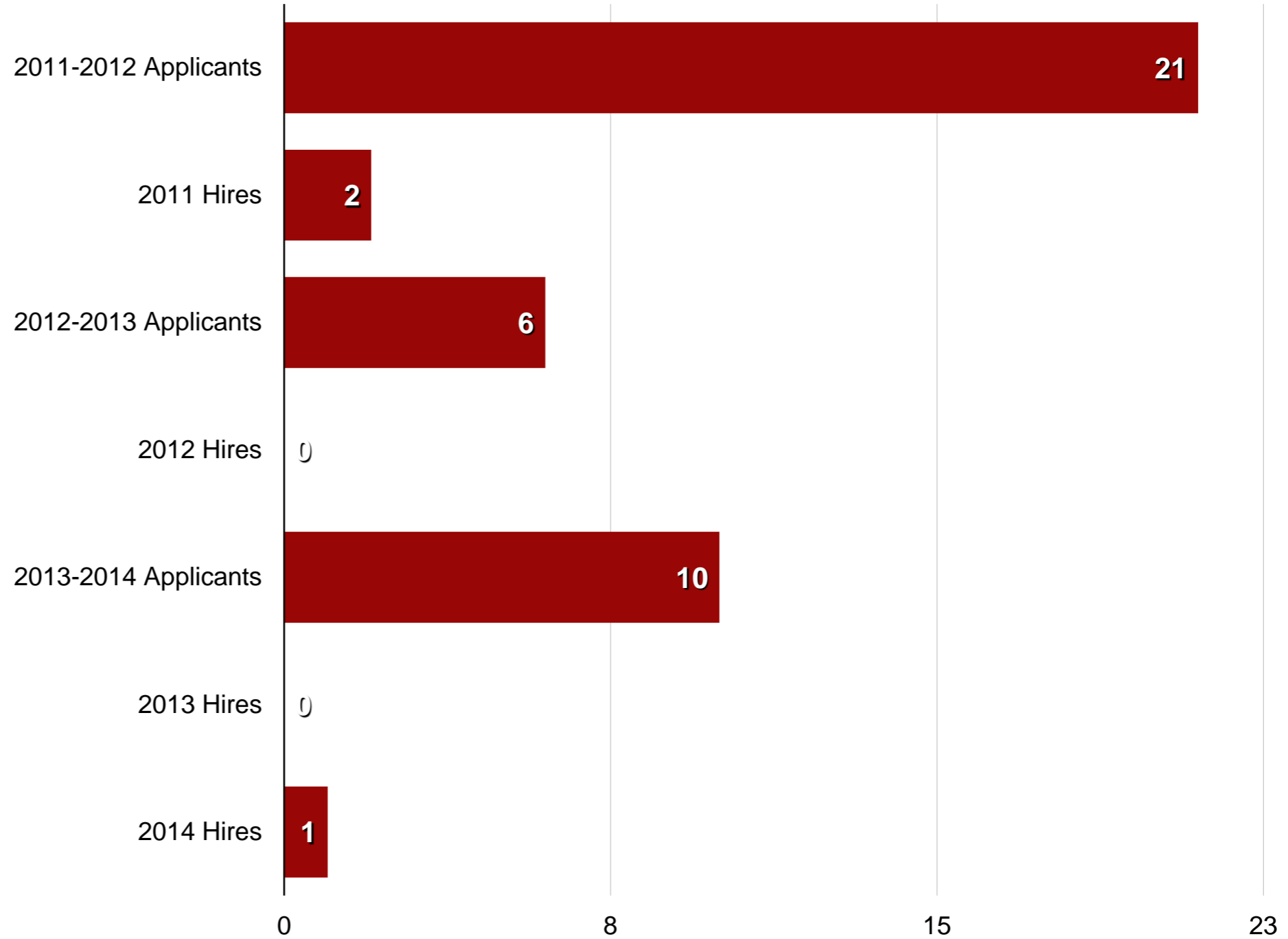
- There have been 6 Hispanic/Latino hires in the last 3 years despite 173 Hispanic/Latino applicants

- Selection Rate ($\frac{\# \text{ hired}}{\# \text{ of applicants}} = 3\%$)



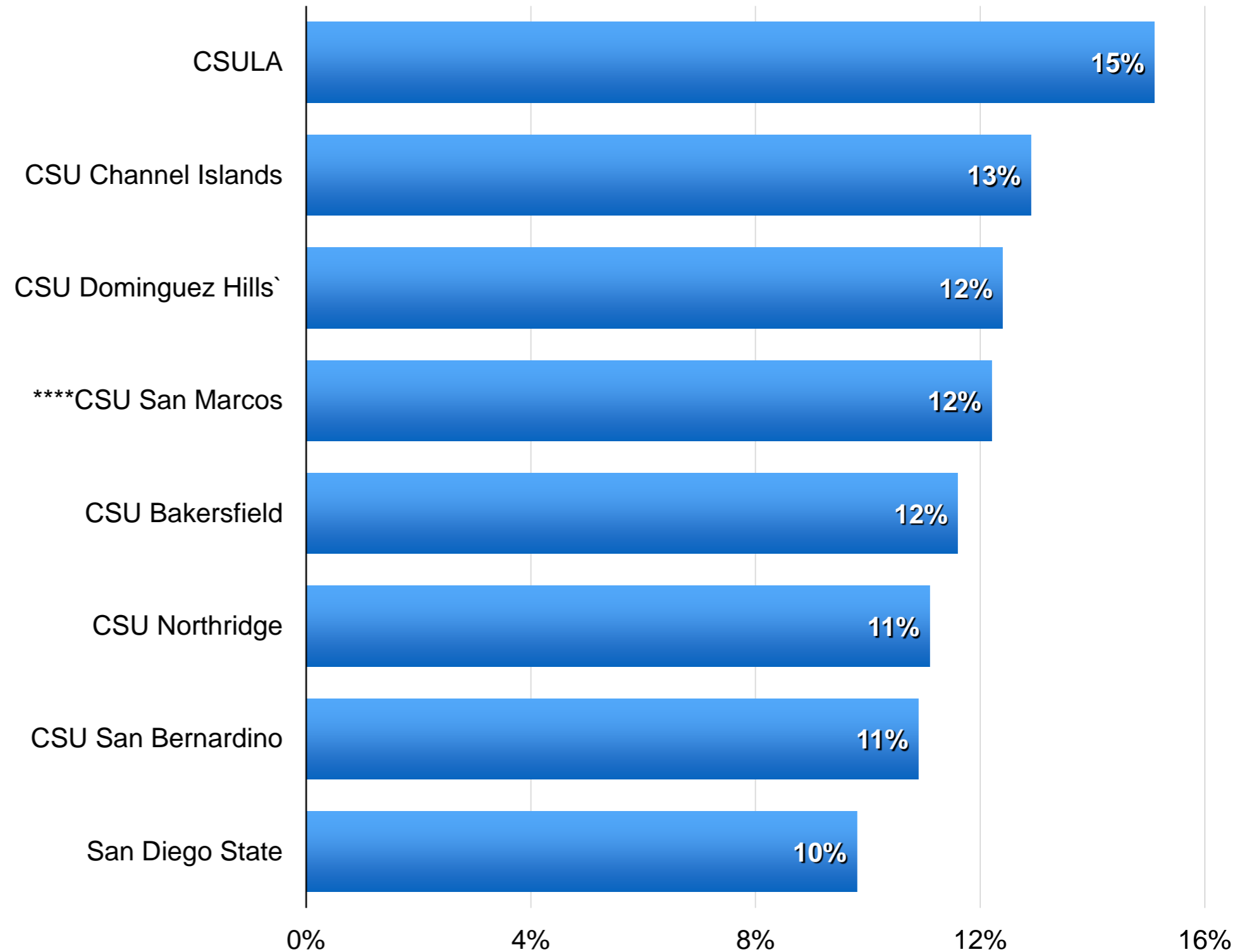
American Indian/Alaska Native TT Faculty Applicants in Relation to American Indian/Alaska Native Faculty Hires, 2011 - 2014

- There have been 3 American Indian/Alaskan Native hires in the last 3 years despite 37 American Indian/Alaska Native applicants
- Selection Rate ($\frac{\# \text{ hired}}{\# \text{ of applicants}} = 8\%$)



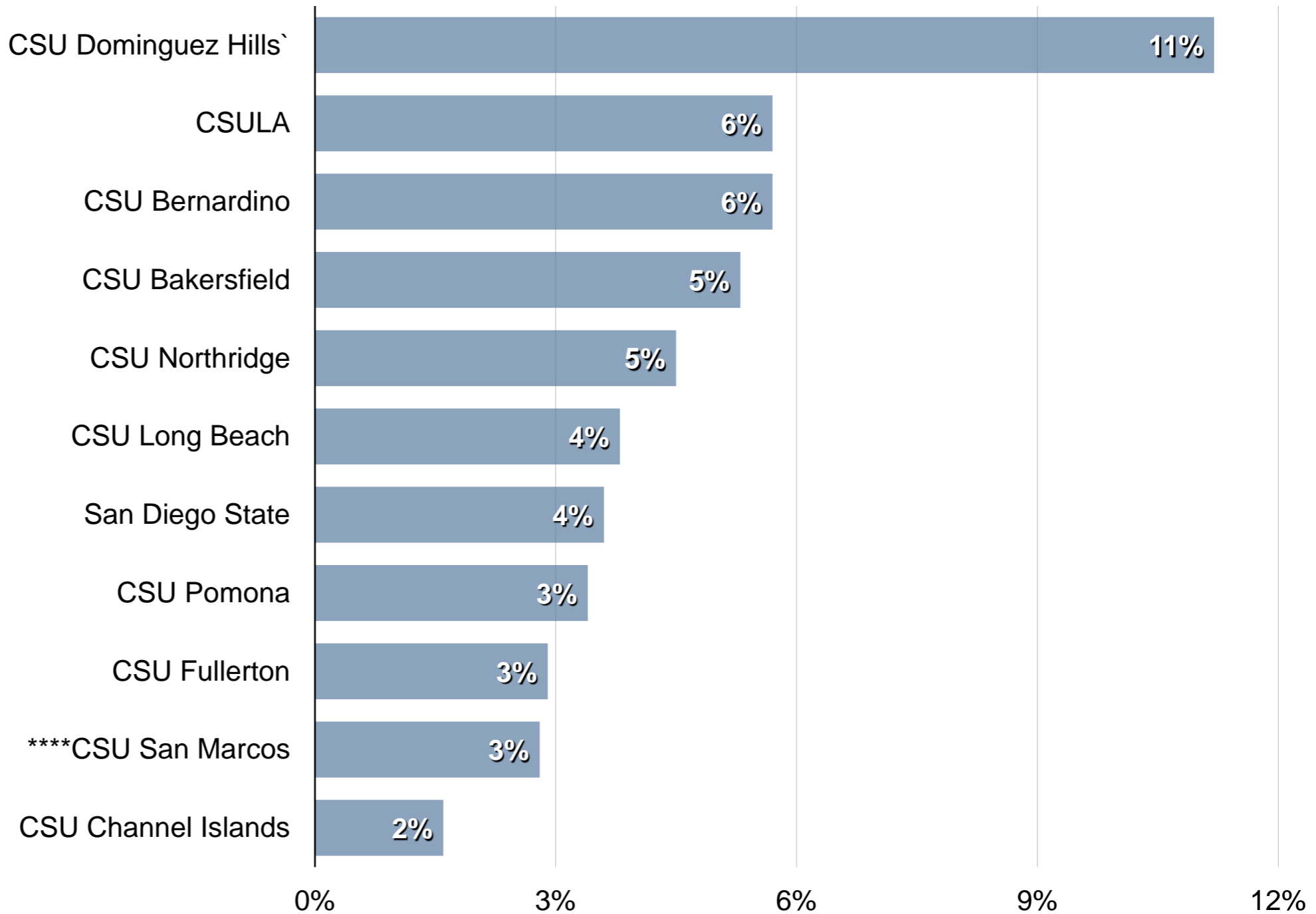
Hispanic/Latino Faculty (TT & L) at CSUSM in Relation to Other CSU Campuses, Fall 2013

- CSUSM has the 3rd highest percentage of Hispanic/Latino Faculty (TT/L) among the CSUs in Southern California
- Tied with CSU Channel Islands & CSU Dominguez Hills



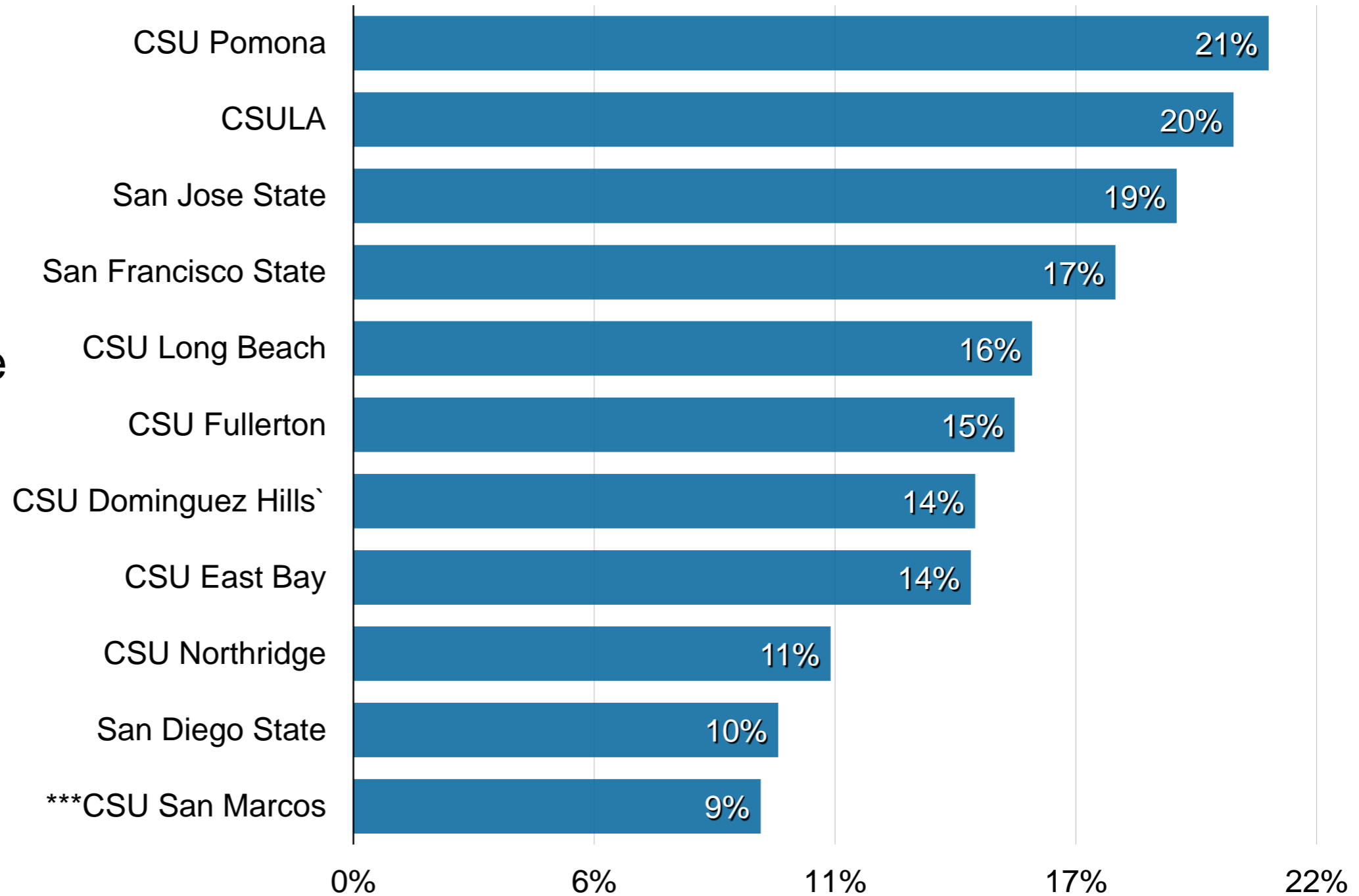
Black/African American Faculty (TT & L) at CSUSM in Relation to Other CSU Campuses, Fall 2013

- CSUSM has the 2nd lowest percentage of Black/African American Faculty (TT/L) among the CSUs in Southern California at 2.8%



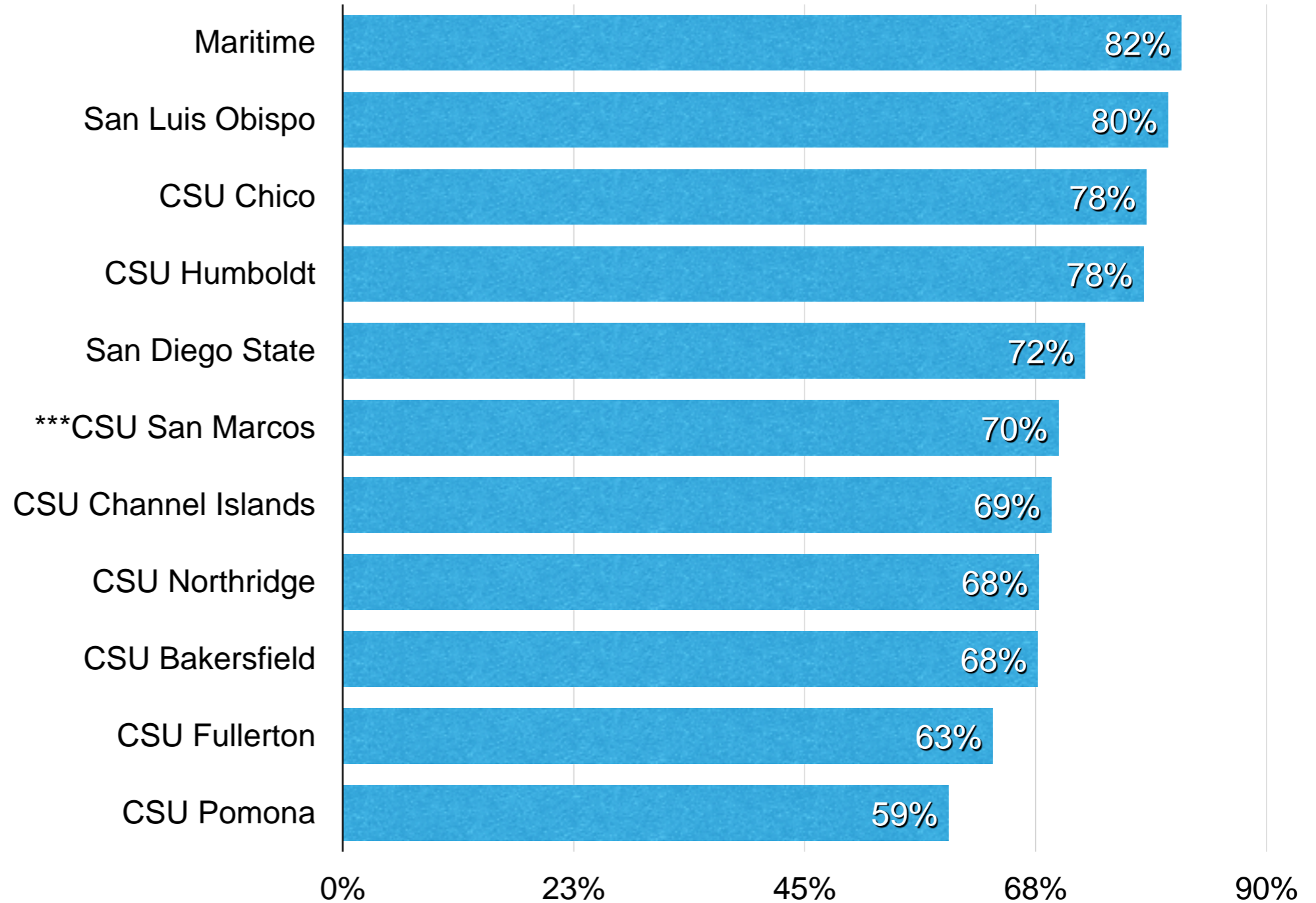
Asian Pacific Islander Faculty (TT & L) at CSUSM in Relation to Other CSU Campuses, Fall 2013

- CSUSM has one of the lowest percentages of Asian Pacific Islander Faculty (TT/L) among the CSUs in Southern California



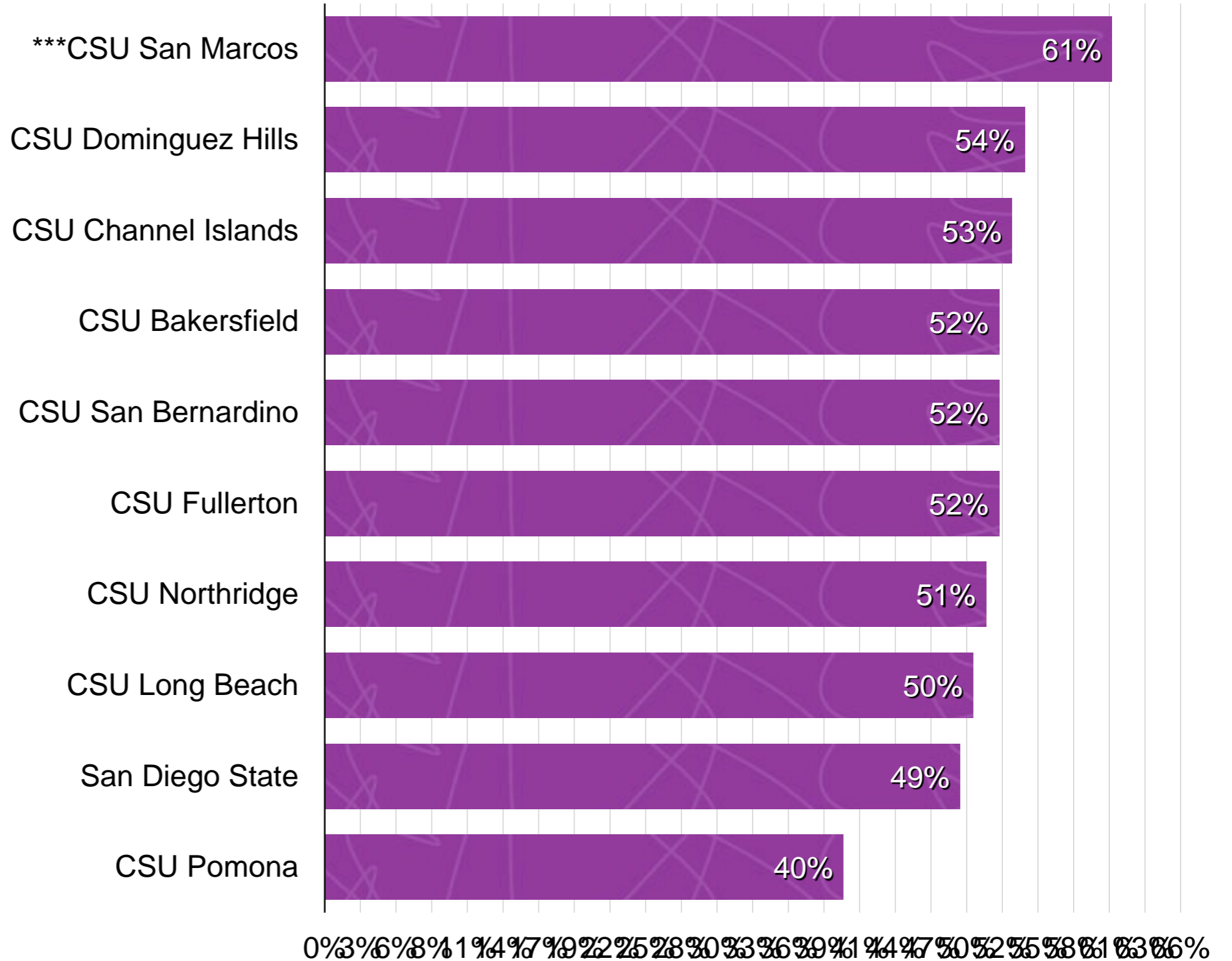
White Faculty (TT & L) at CSUSM in Relation to Other CSU Campuses, Fall 2013

- CSUSM is in the middle of other CSUs in terms of White Faculty (TT/L) but has the third highest percentage out of the CSU Southern California campuses



Female Faculty (TT & L) at CSUSM in Relation to Other CSU Campuses, Fall 2013

- CSUSM has one of the highest female faculty %s as compared to the other CSU campuses



CSUSM 2013-14 Faculty Hires

24 faculty hires

- 14 (58%) White
- 5 (20%) Latinos
- 4 (16%) Asian/PI
- 1 (4%) Native American
- 0 (0%) Black
- **41% of Color (10/24)**
- **25% URM (6/24)**
- 50% Female

Affirmative Action Report

Problem Areas-workforce below availability

- Females
 - Academic Student Employees (75%/37.5%)
 - FT Faculty and Lecturers COBA (45%/20%), 47%/26%)
 - FT Faculty CSM (48%/31.7%)
- Minorities
 - Lecturers CHABSS (27.7%/20.3%)
 - Lecturers COBA (27.7%/4.3%)
 - Lecturers CSM (27.7%/11.9%)