

## **DEI in Faculty Recruitment, Retention & Development**

**December 2, 2021**

**Attendance:** Lori Caruthers Collins, Yasemin Dildar, Ethel Nicdao, Sastry Pantula, Judith Sylva, Abhilasha Srivastava, Taewon Yang

### **I. Subcommittee Introductions**

- a. New member and Faculty Senate Representative: Abhilasha Srivastava

### **II. Discussion on Equity Gaps**

- a. Faculty Hiring
  - i. “Early Bird” Hiring - Being ready for faculty hiring earlier than other institutions, if possible. This provides as opportunity to have a wider selection pool of candidates for positions
  - ii. Other institutions allow for “opportunity hiring.” Find an existing candidate and and hire the person without having a national search. But this could also exclude people. Sometimes this is a spousal hire or dual career hire.
- b. What is needed for diversity varies by field and discipline, so departments may need to have different goals related to diversity and recruitment. Ex – male faculty in nursing.
  - i. Resource: Survey of Earned Doctorates
    - 1. <https://nces.nsf.gov/pubs/nsf22300/data-tables>
- c. Is there evidence to help guide us with equity gaps among faculty? Lecturers? What do we know about them and how to support them?
  - i. Caruthers-Collins: In my role we focus specifically on tenure-track faculty. Information about lecturers comes from IR. No additional information on lecturers other than what IR provides.
  - ii. Nicdao – In Sociology department, there are currently 5 steady, stable part-time lecturers. How do we build a larger part-time instructor pool?
  - iii. Dildar – We need to provide the income for faculty, a good environment, and a reasonable teaching load. We are in the bargaining process with the union, because there were no raises last year. We still want to put this responsibility on faculty to remove equity gaps on students, but this is not realistic. We have to relieve faculty from these extra burdens in order to empower them.

- iv. Nicdao – Another important consideration is the teaching load, especially for junior faculty. We cannot compete with other institutions with a lower teaching load. This is one factor that impacts hiring.
- v. Abhilasha – As we know more about how the publications and peer review process, impacts the research process. How much you publish and where you get published is not always in your control. We also need to think about that and how SOTEs impact faculty morale. How do we create a culture where junior faculty are not always stressed about SOTEs?

### **III. Follow-Up:**

- a. Would it be possible to get some evidence related to equity gaps in hiring and retention of lecturers (F/T and P/T) to give some context for initiatives that would address these areas?
- b. Do we have any evidence regarding the proportion of faculty that participate in professional development that addresses teaching and learning for a diverse and inclusive student body?
  - i. Do we have any evidence regarding how frequently these types of PD opportunities are available?