
Unfinished Business: The Continuing Challenge of Diversity Hiring



Unfinished Business: The Continuing Challenge of Diversity Hiring



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The Complete Academic Search Manual:

A Systematic Approach to Successful and Inclusive Hiring



Lauren A. Vicker & Harriette J. Royer

Agenda



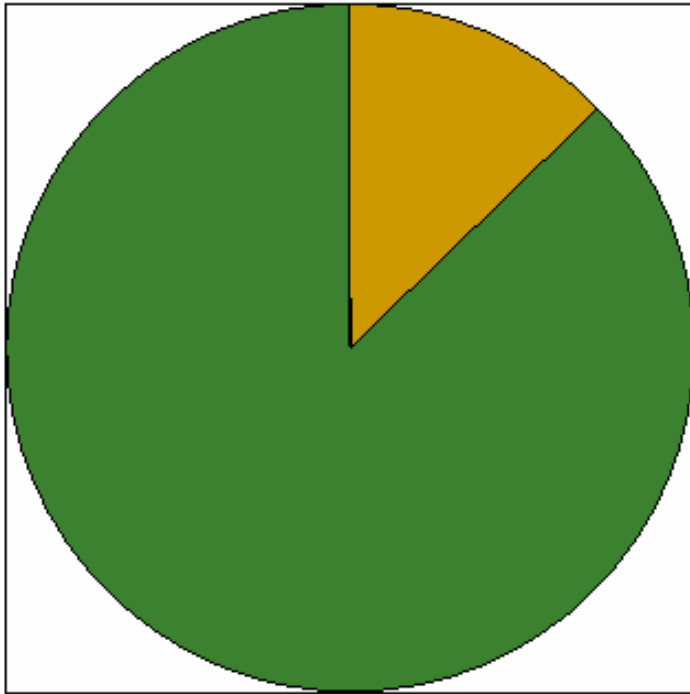
- Current situation
 - Issues related to diversity hiring
 - Persistent challenges
- Small group dialogue
 - Strategies and interventions
 - Best ideas
- Small group report-outs
- Follow-up / Wrap-up

Current Situation

- ❑ Growth of diversity hiring efforts
- ❑ Modest increases in minority faculty numbers



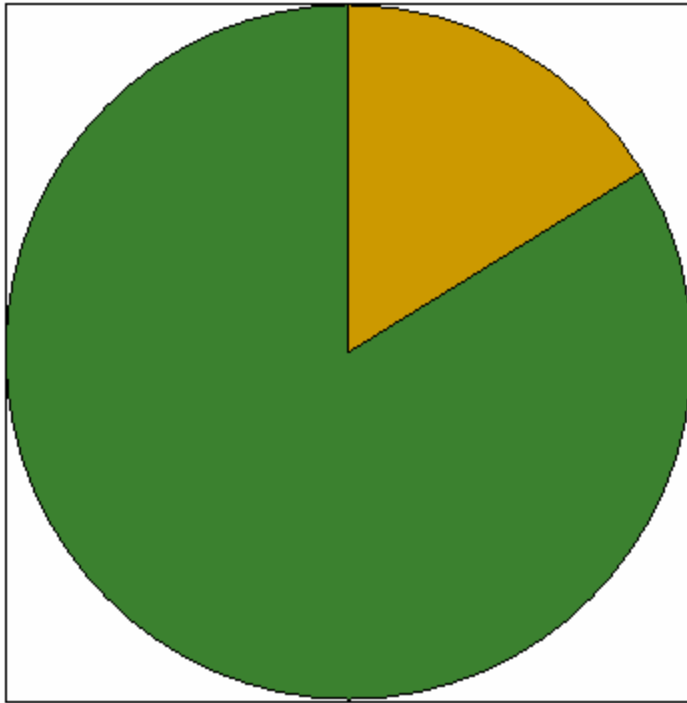
Minority Faculty 1995



- 12.7% of total
- 69,505 minority faculty

Chronicle of Higher Education

Minority Faculty 2005



- 16.5% of total
- 109,964 minority faculty

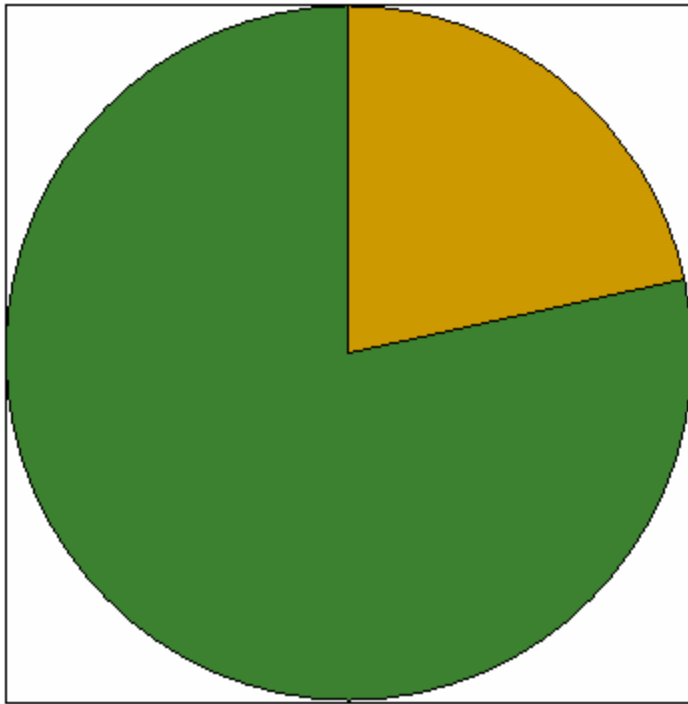
Chronicle of Higher Education

Current situation *(continued)*

- ❑ Growth of diversity hiring programs
- ❑ Modest increases in minority faculty numbers
- ❑ Rapid increase of minority students on campuses



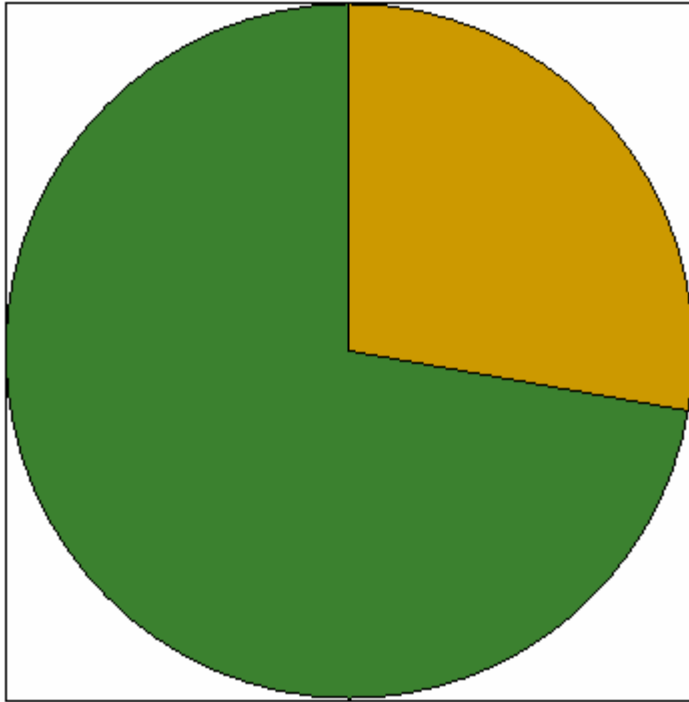
Minority Students 1993



- 21.8% of total

American Council on Education

Minority Students 2003



■ 27.8% of total

Current situation *(continued)*

- ❑ Growth of diversity hiring programs
 - ❑ Modest increases in minority faculty numbers
 - ❑ Rapid increase of minority students on campuses
 - ❑ High demand for minority Ph.D.s
 - ❑ Issues of campus climate/assimilation
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Persistent Challenges in Diversity Hiring

- Attracting a diverse candidate pool
- Building a critical mass
- Moving the candidate to accept offer
- Extending & sustaining hospitality
- Increasing tenure & retention



Lauren's Story



C/J Department, Fall 2007



Thinking Together

- Explore a question that matters to you
- Encourage everyone's participation
- Cross pollinate and connect diverse perspectives
- Listen together for patterns and insights
- Harvest and share collective discoveries
- Plant seeds of change on your campus

Dialogue Process

- ❑ Self-selected groups: 5 minutes

 - ❑ Three-step process: 30 minutes
 - Expansion / brainstorming: 15 minutes
 - Contraction / synthesis: 10 minutes
 - Selection - top 2 ideas: 5 minutes

 - ❑ Group sharing / debrief: 15 minutes
-

5 Questions that Matter: Topics

- 1: Attracting qualified applicants
 2. Increasing acceptance of offers
 3. Extending & sustaining hospitality
 4. Bolstering retention and tenure rates
 5. Identifying & addressing campus obstacles
and
 6. Uncovering new questions that matter
-

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-

Questions That Matter

1. What activities on your campus have sparked /successfully encouraged minority applicants for faculty or staff positions? What new ideas can you think of that would increase the effectiveness of attracting more qualified applicants?
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Questions That Matter

2. What has been done at your school to increase the rate that minority candidates accept competitive offers? What other methods or strategies do you imagine would be effective?
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Questions That Matter

3. How has your school or department extended hospitality to minority hires? How sustained were these efforts? What additional steps could campuses take to make new hires feel welcomed and part of the campus and community?
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Questions That Matter

4. What interventions and strategies has your school used to increase the retention and success of minority faculty in achieving tenure? What else could be done to bolster the rates of retention and tenure?
-

Questions That Matter

5. What are the most influential obstacles that minority hires face on your campus?
What do we need to learn about them?
What is the next level of thinking we need to address?
-

Questions That Matter

6. What question, if thoroughly explored, could provide the breakthrough possibilities we are seeking?
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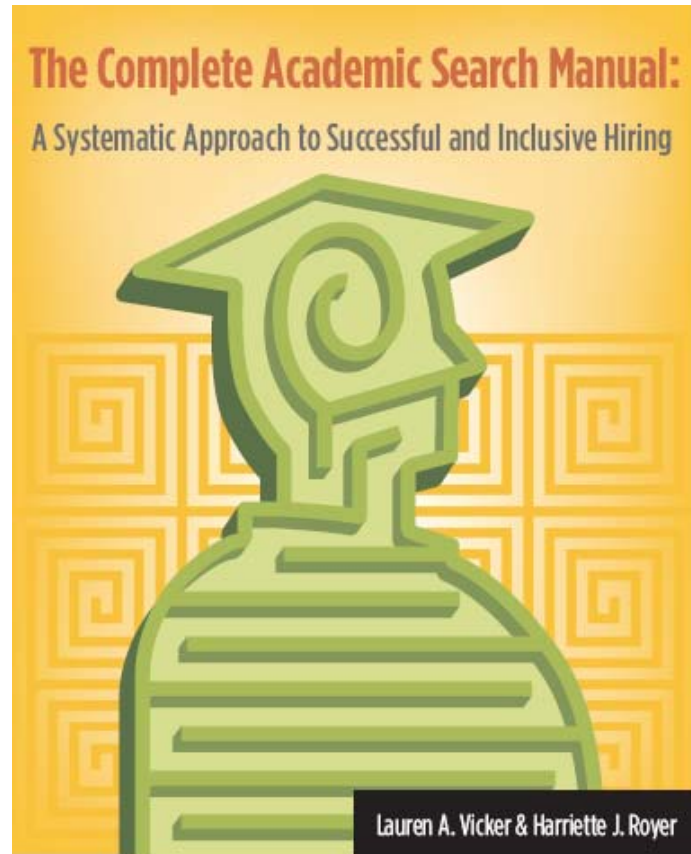
Wrap-Up

- Comments & questions
- Transcribed notes emailed to you.



Stylus table:

The Complete Academic Search Manual



Authors available for book signing!



Thank you for your participation!

