

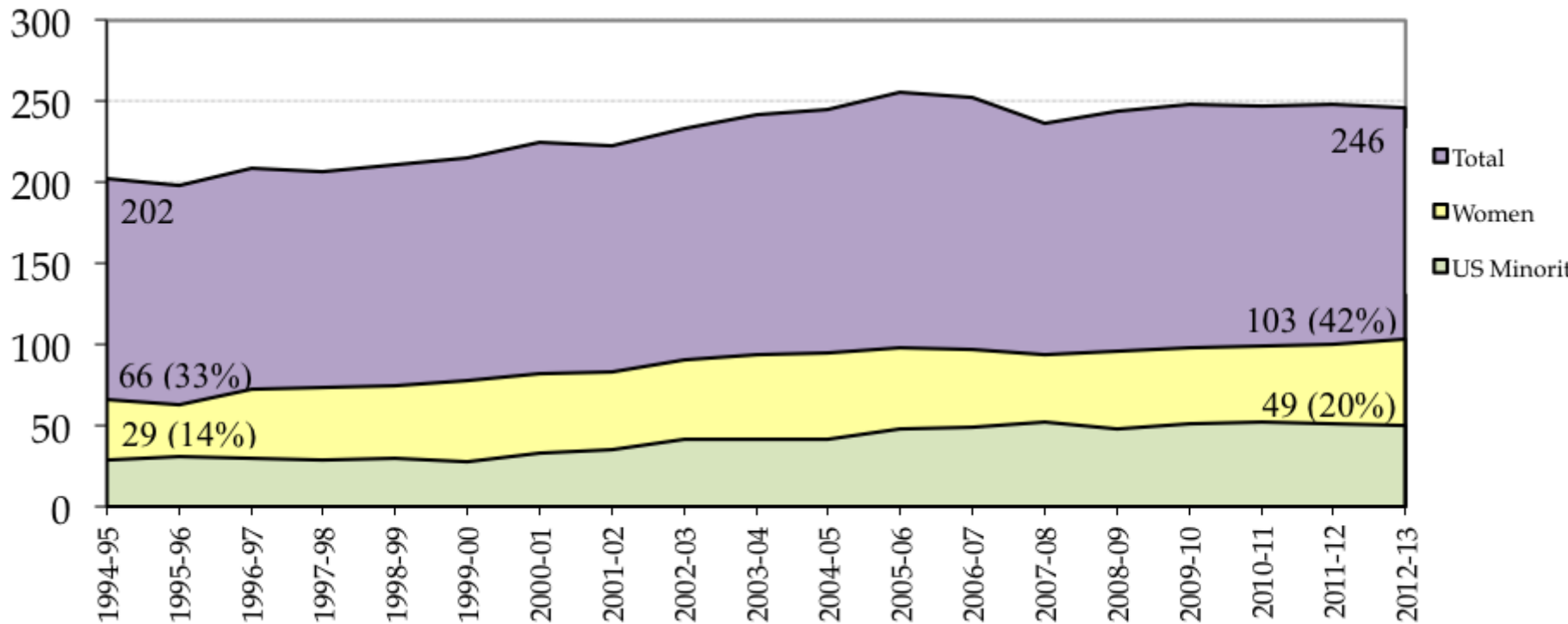
Faculty Diversity Presentation

(Faculty Meeting, April 3, 2013)

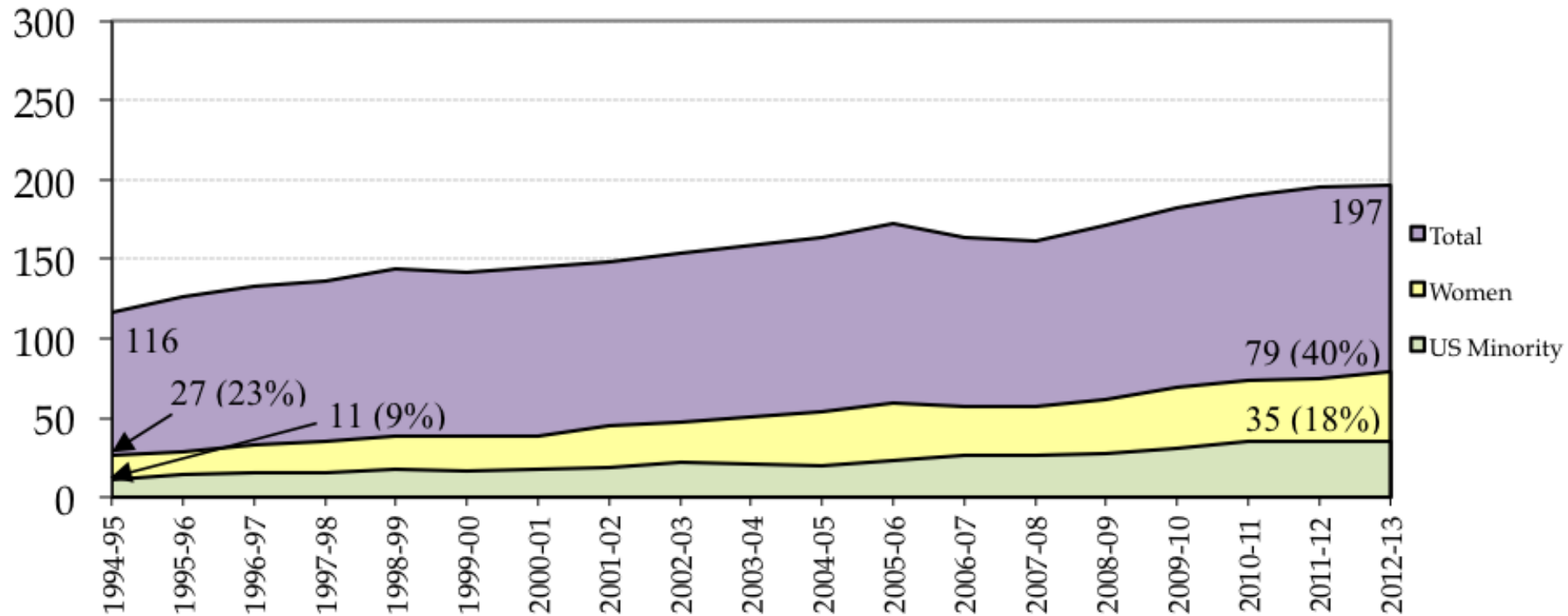
- Total Tenure-Track Faculty by Race & Gender
- Tenured Faculty by Race & Gender
- Faculty by Race/Ethnicity
- Women as a % of Full-Time Faculty
- U.S. Racial Minorities as a % of Full-Time Faculty
- Hiring Summaries for Women and Faculty of Color
- C3 Mellon Grant

Williams

Tenured and Tenure-Track Faculty by Race & Gender (FT Teaching Headcount, Excluding Athletics)

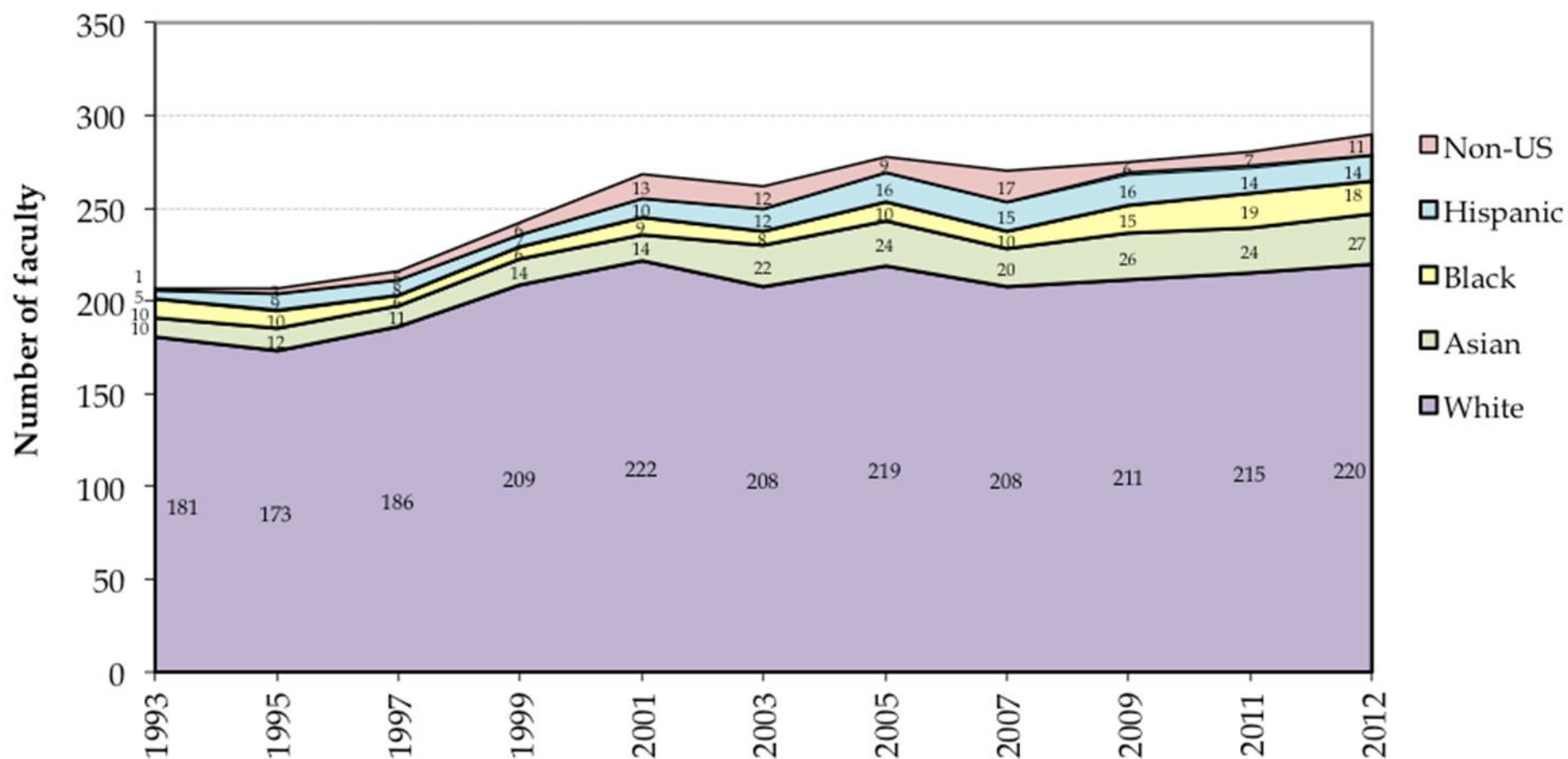


Tenured Faculty by Race & Gender (FT Teaching Headcount, Excluding Athletics)



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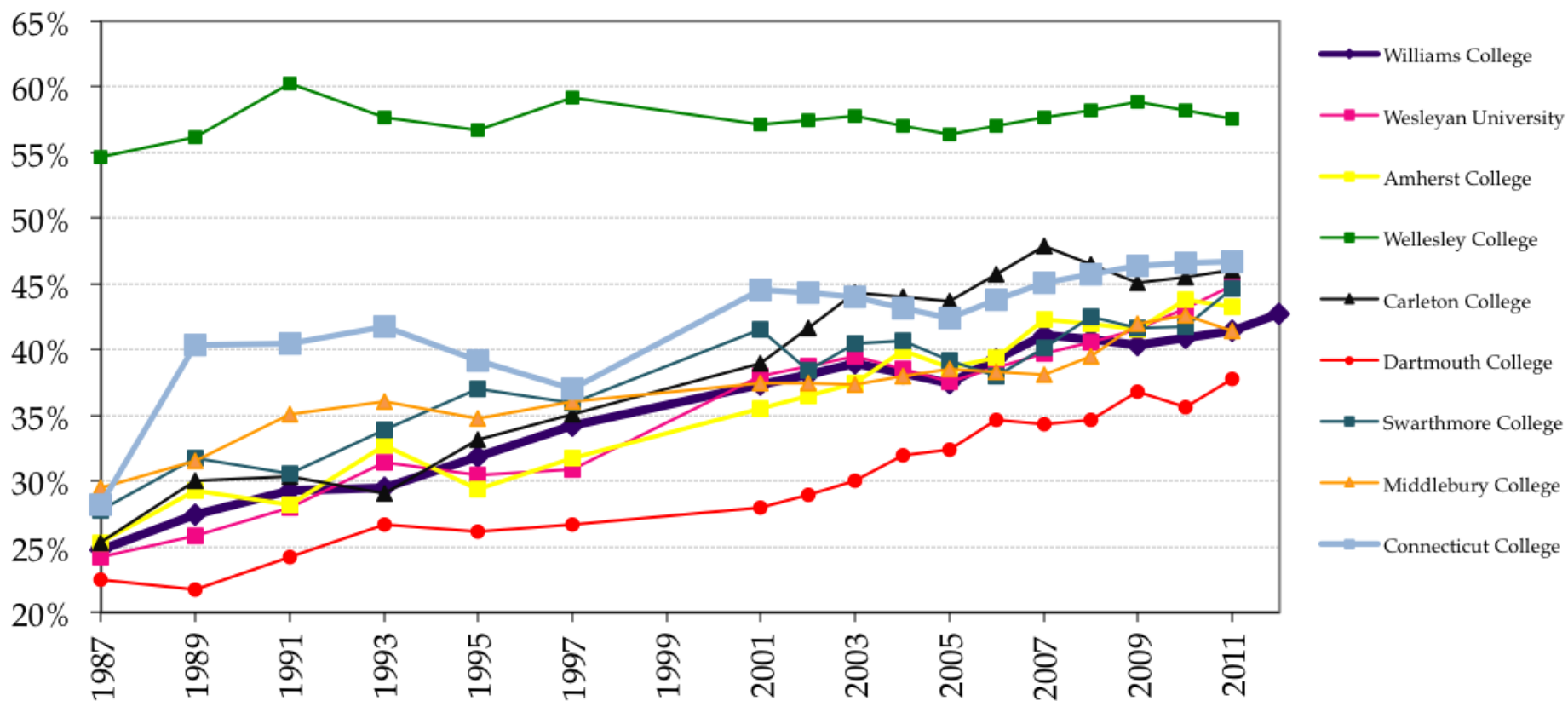
Faculty by Race/Ethnicity (FT teaching headcount over time)



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Women as a % of Full Time Faculty

Williams and Peers, Trend

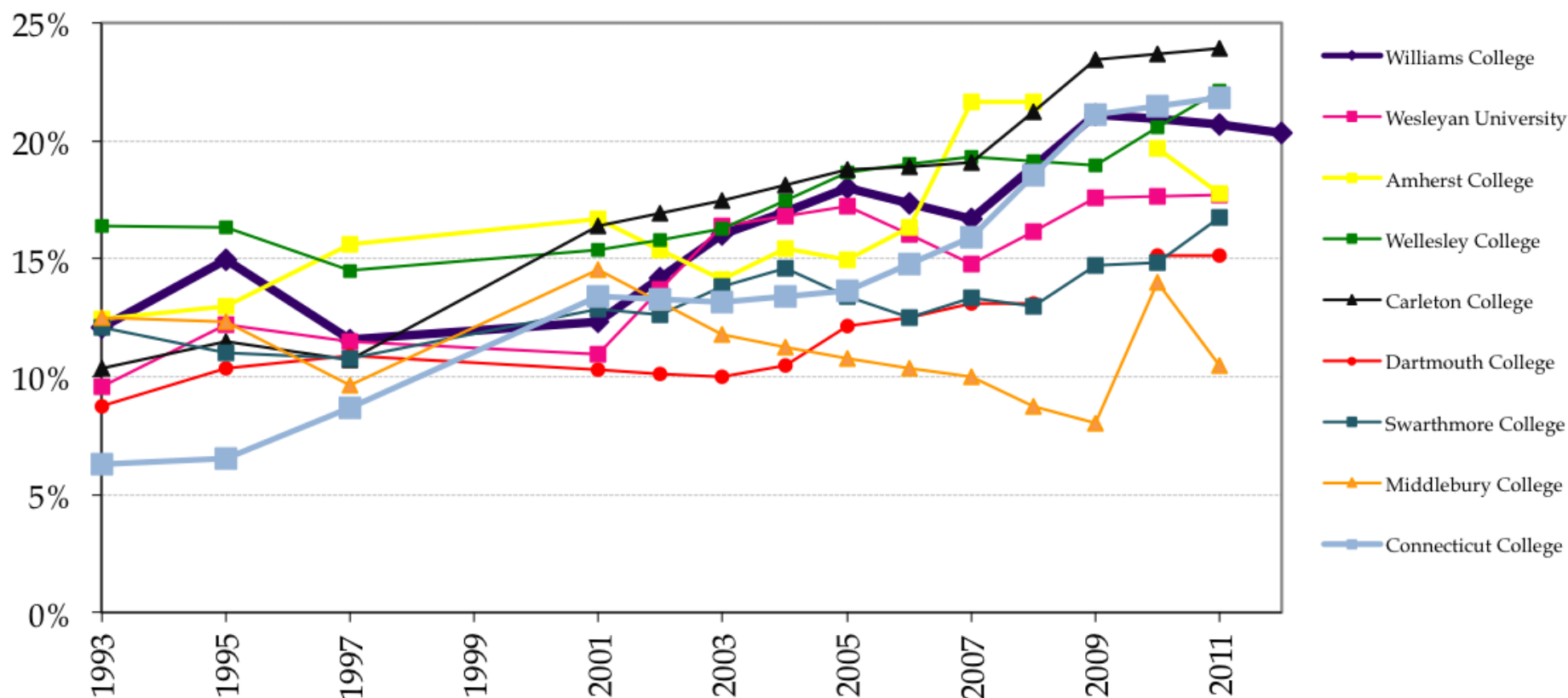


Source: IPEDS peer analysis system

Williams

U.S. Racial Minorities as a % of Full Time Faculty

Williams and Peers, Trend



Source: IPEDS peer analysis system

*beginning in 2010, IPEDS moved to the "2 question" race collection format, all "2 or more" respondents are counted as US minority

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Hiring Summaries for Women and Faculty of Color

Female Hiring

	2001-02 for 2002-03	2002-03 for 2003-04	2003-04 for 2004-05	2004-05 for 2005-06	2005-06 for 2006-07	2006-07 for 2007-08	2007-08 for 2008-09	2008-09 for 2009-10	2009-10 for 2010-11	2010-11 for 2011-12	2011-12 for 2012-13	2012-13 for 2013-14 (Est.)
Division I	5/6 83%	1/6 17%	1/5 20%	0/4 0%	1/2 50%	1/1 100%	0/1 0%	0/2 0%	0/0 0%	0/0 0%	1/1 100%	3/3 100%
Division II	4/9 44%	5/12 42%	2/4 50%	5/8 63%	3/5 60%	2/5 40%	3/7 43%	1/4 25%	2/3 67%	1/2 50%	2/4 50%	4/5 80%
Division III	2/5 40%	3/5 60%	1/3 33%	0/3 0%	1/3 33%	1/1 100%	0/4 0%	2/2 100%	1/1 100%	0/1 0%	2/3 67%	3/4 75%
Programs	na	na	na	1/2 50%	2/3 67%	1/1 100%	0/2 0%	1/1 100%	0/1 0%	3/4 75%	0/1 0%	0/0 0%
Athletics	2/2 100%	1/3 33%	0/1 0%	0/0 0%	1/1 100%	1/2 50%	0/3 0%	2/2 100%	0/2 0%	2/3 67%	2/2 100%	0/0 0%
TOTALS	13/22 59%	10/26 38%	4/13 31%	6/17 35%	8/14 57%	6/10 60%	3/17 18%	6/11 55%	3/7 43%	6/10 60%	7/11 64%	10/12 83%

Minority Hiring

	2001-02 for 2002-03	2002-03 for 2003-04	2003-04 for 2004-05	2004-05 for 2005-06	2005-06 for 2006-07	2006-07 for 2007-08	2007-08 for 2008-09	2008-09 for 2009-10	2009-10 for 2010-11	2010-11 for 2011-12	2011-12 for 2012-13	2012-13 for 2013-14 (Est.)
Division I	4/6 67%	0/6 0%	1/5 20%	2/4 50%	1/2 50%	0/1 0%	1/1 100%	0/2 0%	0/0 0%	0/0 0%	0/1 0%	1/3 33%
Division II	2/9 22%	3/12 25%	0/4 0%	2/8 25%	0/5 0%	1/5 20%	2/7 29%	1/4 25%	1/3 33%	0/2 0%	2/4 50%	2/5 40%
Division III	1/5 20%	1/5 20%	0/3 0%	0/3 0%	0/3 0%	0/1 0%	2/4 50%	2/2 100%	1/1 100%	0/1 0%	2/3 67%	0/4 0%
Programs	na	na	na	2/2 100%	2/3 67%	0/1 0%	2/2 100%	1/1 100%	1/1 100%	2/4 50%	0/1 0%	0/0 0%
Athletics	0/2 0%	0/3 0%	0/1 0%	0/0 0%	0/1 0%	0/2 0%	1/3 33%	0/2 0%	1/2 50%	0/3 0%	1/2 50%	0/0 0%
TOTALS	7/22 32%	4/26 15%	1/13 8%	6/17 35%	3/14 21%	1/10 10%	8/17 47%	4/11 36%	4/7 57%	2/10 20%	5/11 45%	3/12 25%

Source: Office of the Dean of the Faculty

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C3 *Creating Connections Consortium*

A partnership to strengthen diversity and innovation through enhanced interactions between liberal arts colleges and research universities

The C3 consortium seeks to address the serious shortage of faculty of color in higher education and the consequences of these racial disparities for the educational system itself and for the larger society that it serves. Liberal arts colleges seeking to hire diverse faculty face unique challenges stemming from relative isolation and limited awareness about their enriching professional environment. Research universities face similar challenges in recruiting diverse graduate students because many liberal arts undergraduates lack exposure to and relationships with diverse faculty and thus do not envision lives in the professoriate.

To this end, Williams College, Middlebury College, and Connecticut College, the C3 Consortium has received from the Andrew Mellon Foundation for a \$4.7M three-year grant to enable the 26 LADO schools to establish a formalized, reciprocal relationship with the University of California, Berkeley, and Columbia University.

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C3 Creating Connections Consortium

The Five C3 Strategies

- Summit for Diversity and Innovation
- Postdoctoral Fellowships
- Experiential Opportunities for C3 Undergraduates
- Faculty Exchange Program
- Capacity Building, Integration, Reflection and Outreach

C3 Creating Connections Consortium

Summit for Diversity and innovation

Hosted annually by a different LADO college, the C3 Summit will bring together underrepresented students from LADO institutions – juniors and seniors – and about 20 doctoral candidates from our R-1 partners. The summit will provide structured and informal time for the undergraduates and graduate students to network about one another's academic backgrounds, research interests, and the challenges they face in the academic environment. The summit will also allow academic officers from LADO schools to meet with attending graduate students to conduct mock interviews, provide feedback on research presentations from the perspective of liberal arts institutions, and discuss current employment opportunities at LADO member institutions.

C3 Creating Connections Consortium

Postdoctoral Fellowships

In each of the first three years of the grant, 12 underrepresented graduate students from partner research universities will be offered the opportunity to join a cohorts of **C3** Fellows who will receive funding for two years spent teaching and conducting academic research at Williams, Middlebury and Connecticut colleges. The

C3 will identify specific curricular needs at the host colleges, and define a pool of outstanding postdoctoral candidates at partner universities with the capacities to meet them. Though not a prerequisite, postdoctoral candidates interested in a **C3** Fellowship will be encouraged to participate in the **C3** Summit.

C3 Creating Connections Consortium

Experiential Opportunities for C3 Undergraduates

Underrepresented students, initially from Connecticut, Middlebury, and Williams, will be eligible to apply for C3 Internships that provide funding to allow them to spend eight weeks at a partner university during the summer months, working closely with a faculty mentor from a similar background.

C3 internships will provide an invaluable introduction to the rigor and culture of graduate-level education, as well as successful role models who can help students navigate barriers and advance their goals.

Williams

C3 Creating Connections Consortium

Faculty Exchange Program

As a long-term goal, all LADO member schools will begin to explore how to create exchange opportunities for underrepresented faculty members to serve as C3 Visiting Scholars. These appointments would improve retention of underrepresented faculty members by providing the flexibility to take advantage of unique programs and resources offered by other LADO schools, broaden their professional networks, and explore life within a new geography.

They will also gain valuable perspective on diversity initiatives offered at other schools, making them valuable stakeholders in defining best practices and exercising leadership on their own campuses.

C3 Creating Connections Consortium

Capacity Building, Integration, Reflection and Outreach

Over the years, LADO has partnered with the Center for Institutional and Social Change (Columbia Law School), whose goal is to build diversity into the normal practices and routines of institutions of higher education. Throughout the grant, the Center will facilitate reflective inquiry sessions to catalyze expanded participation of underrepresented undergraduates, graduate students and faculty in C3 programs.

Outreach efforts will also include coordinated approaches to additional research universities with a goal of adding a third partner by 2014.