

### SPEA Faculty Diversity Annual Report, AY 2018-19

The SPEA Faculty Diversity Plan, finalized in May 2016, specifies that “The Diversity standing committee will annually prepare a report each year on the ... metrics [listed below].” The Associate Dean for Faculty Affairs and the Director of Human Resources for SPEA have compiled the following metrics:

1. Number and percentages of tenure-line and non-tenure track URM faculty, women faculty and women faculty in STEM/underrepresented fields.

*As shown in the Table, about 9% of the faculty in SPEA were URM faculty members in AY 2018-19. The reduction from the previous AY year was due to faculty retirement/resignations. 36% of the faculty were women, and of STEM faculty, 39% were women.*

#### SPEA Full-time Teaching Faculty by URM, Gender and STEM Status, by Rank

	AY 2018- 2019	AY 2017- 2018
<b>URM Faculty</b>		
Untenured Assist.	9.1%	7.7%
Associate Prof	16.7%	18.2%
Full Professors	0.0%	4.3%
Non-Tenure Track	8.8%	13.3%
<b>All Teaching Faculty</b>	<b>8.8%</b>	<b>11.4%</b>
Non-Instructional Faculty	0.0%	0.0%
<b>TOTAL</b>	<b>8.5%</b>	<b>11.0%</b>

	AY 2018- 2019	AY 2017- 2018
<b>Women Faculty</b>		
Untenured Assist.	36.4%	46.2%
Associate Prof	45.8%	40.9%
Full Professors	22.7%	26.1%
Non-Tenure Track	38.2%	40.0%
<b>All Teaching Faculty</b>	<b>36.3%</b>	<b>37.5%</b>
Non-Instructional Faculty	66.7%	66.7%
<b>TOTAL</b>	<b>37.2%</b>	<b>38.5%</b>

	AY 2018- 2019	AY 2017- 2018
<b>STEM Women Faculty</b>		
Untenured Assist.	0.0%	66.7%
Associate Prof	50.0%	25.0%
Full Professors	20.0%	16.7%
Non-Tenure Track	25.0%	50.0%
<b>All Teaching Faculty</b>	<b>31.3%</b>	<b>33.3%</b>
Non-Instructional Faculty	100.0%	100.0%
<b>TOTAL</b>	<b>38.9%</b>	<b>41.2%</b>

2. Number and percentages of searches that attract strong URM candidates and, if applicable, senior women in STEM/underrepresented fields.

*In AY 2018-19, SPEA conducted 12 searches for faculty positions, including three non-tenure track positions and two tenure-track STEM positions. These searches attracted 932 applications, with 41% women candidates and 19% URM candidates.*

3. Number and percentages of searches that invite to campus at least one applicant who is from an URM background or, if applicable, a woman in a STEM/underrepresented field.

*Preliminary interviews by phone/Skype were conducted for 103 candidates for these positions. Of these, 47% were women candidates and 17% were URM candidates. Of these, 45 candidates were invited for campus interviews. 44% of the candidates interviewed on campus were women and 18% were URM. Four of the seven candidates interviewed for STEM faculty positions were women, including one URM.*

4. Number and percentages of times SPEA makes an offer to an URM applicant or to a female applicant who is or has the potential to become a senior faculty member in a STEM/underrepresented field.

*Seven offers were accepted (five tenure-track, two non-tenure-track), four searches were unsuccessful, and two are continuing. Of the accepted offers, two were URM candidates (one tenure-track and one non-tenure-track), and three were women (two tenure-track and one non-tenure-track), including one tenure-track women in a STEM field.*

5. Number of times the majority of members of a search committee (1) meet with campus officials who can help them to strategize the recruitment of URM faculty and senior women in STEM/underrepresented fields, and (2) compile and submit to the SPEA Dean’s office a list of required and desired qualities of strong candidates.

*Committee chairs were tasked with making sure at least one member attended the Faculty Hiring Workshop sponsored by the VPF AA.*

6. Number and percentages of search committees that obtain from the OVPFAA and share with the Dean's office information regarding the number of applicants, at various stages in the search, from URM populations and women in STEM/underrepresented fields.

*The search committee and the AFDA requested information from the OVPFAA on the URM status of the applicant pool. Those data are the basis for the numbers reported in items 2, 3, and 4 above.*

7. Number and percentages of times SPEA uses Campus Strategic Recruitment Funds to help recruit URM faculty and women in STEM/underrepresented fields.

*We used Campus Strategic Recruitment Funds to help recruit one URM faculty member this year, comprising 14% of our successful searches.*

8. Number and percentages of URM faculty and senior women in STEM /underrepresented fields who advance through promotion and tenure.

*Nine faculty were reviewed for Tenure and/or Promotion in AY 2018-19. All reviews were successful. No URM or senior women STEM were candidates during this cycle.*

9. Number and percentages of URM faculty and senior women in STEM /underrepresented fields who take on leadership roles in the school and become part of SPEA's leadership pipeline.

*Among SPEA's seven directors of academic programs, two are women in STEM fields (the director of the environmental masters programs and director of the Ph.D. program in Environmental Science). At the present time, no URM faculty are in leadership roles in the school.*