

### O'Neill Faculty Diversity Annual Report, AY 2019-20

The O'Neill 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 O'Neill 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, 10% of the O'Neill faculty were URM faculty members in AY 2019-20. 37% of the faculty were women, and 46% of the STEM faculty were women.*

#### O'Neill Full-time Teaching Faculty by URM, Gender and STEM Status, by Rank

	AY 2019-2020	AY 2018-2019
<b>URM Faculty</b>		
Untenured Assist.	16.7%	9.1%
Associate Prof	16.7%	16.7%
Full Professors	0.0%	0.0%
Non-Tenure Track	10.8%	8.8%
<b>All Teaching Faculty</b>	<b>10.1%</b>	<b>8.8%</b>
Non-Instructional Faculty	0.0%	0.0%
<b>TOTAL</b>	<b>9.8%</b>	<b>8.5%</b>

	AY 2019-2020	AY 2018-2019
<b>Women Faculty</b>		
Untenured Assist.	50.0%	36.4%
Associate Prof	37.5%	45.8%
Full Professors	26.9%	22.7%
Non-Tenure Track	37.8%	38.2%
<b>All Teaching Faculty</b>	<b>36.4%</b>	<b>36.3%</b>
Non-Instructional Faculty	66.7%	66.7%
<b>TOTAL</b>	<b>37.3%</b>	<b>37.2%</b>

<b>STEM Women Faculty</b>	<b>AY 2019-2020</b>	<b>AY 2018-2019</b>
Untenured Assist.	50.0%	0.0%
Associate Prof	42.9%	50.0%
Full Professors	33.3%	20.0%
Non-Tenure Track	40.0%	25.0%
<b>All Teaching Faculty</b>	<b>40.0%</b>	<b>31.3%</b>
Non-Instructional Faculty	100.0%	100.0%
<b>TOTAL</b>	<b>45.5%</b>	<b>38.9%</b>

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

*In AY 2019-2020, O’Neill conducted 2 open searches for faculty positions, one non-tenure track position and one tenure-track positions. These searches attracted 81 applications, with 53% women candidates and 15% URM candidates. Two additional faculty were spousal accommodation hires and did not involve an external search.*

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.

*14 candidates were invited for interviews. 71% of the candidates interviewed were women and 21% were URM.*

4. Number and percentages of times O’Neill 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.

*One offer was extended for the tenure-track position, and the non-tenure track search was unsuccessful. The tenure-track offer was accepted by a URM applicant.*

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 O'Neill 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.*

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

*Six faculty were reviewed for Tenure and/or Promotion in AY 2019-20. All reviews were successful. No URM were candidates during this cycle, and one non-tenure track woman in STEM was promoted.*

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 O'Neill's leadership pipeline.

*Among O'Neill'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) in addition to the Dean. At the present time, no URM faculty are in leadership roles in the school.*