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, O’Neill had 11 URM faculty members in AY 2020-21: 7 tenure-track and 4 non-tenure track, or about 12 percent of the teaching faculty. There were 36 women faculty: 24 tenure track and 12 non-tenure track, or 38 percent of the total. Seven of the tenure-track women were in STEM fields as were three of the non-tenure track women.*

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

<table>
<thead>
<tr>
<th>URM Faculty</th>
<th>AY 2020-21</th>
<th>AY 2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Untenured Assist.</td>
<td>25.0%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Associate Prof</td>
<td>14.8%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Full Professors</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-Tenure Track</td>
<td>12.5%</td>
<td>10.8%</td>
</tr>
<tr>
<td><strong>All Teaching Faculty</strong></td>
<td><strong>11.7%</strong></td>
<td><strong>10.1%</strong></td>
</tr>
<tr>
<td>Non-Instructional Faculty</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>11.6%</strong></td>
<td><strong>9.8%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Women Faculty</th>
<th>AY 2020-21</th>
<th>AY 2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Untenured Assist.</td>
<td>50.0%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Associate Prof</td>
<td>40.7%</td>
<td>37.5%</td>
</tr>
<tr>
<td>Full Professors</td>
<td>30.4%</td>
<td>26.9%</td>
</tr>
<tr>
<td>Non-Tenure Track</td>
<td>37.5%</td>
<td>37.8%</td>
</tr>
<tr>
<td><strong>All Teaching Faculty</strong></td>
<td><strong>38.3%</strong></td>
<td><strong>36.4%</strong></td>
</tr>
<tr>
<td>Non-Instructional Faculty</td>
<td>100%</td>
<td>66.7%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>38.9%</strong></td>
<td><strong>37.3%</strong></td>
</tr>
</tbody>
</table>
2. Number and percentages of searches that attract strong URM candidates and, if applicable, senior women in STEM/underrepresented fields.

*In AY 2020-2021, O’Neill did not conduct any searches for faculty positions due to the ongoing pandemic.*

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.

*N/A*

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.

*N/A*

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.

*N/A*

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.

*N/A*

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

<table>
<thead>
<tr>
<th>STEM Women Faculty</th>
<th>AY 2020-2021</th>
<th>AY 2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Untenured Assist.</td>
<td>66.7%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Associate Prof</td>
<td>42.9%</td>
<td>42.9%</td>
</tr>
<tr>
<td>Full Professors</td>
<td>50.0%</td>
<td>33.3%</td>
</tr>
<tr>
<td>Non-Tenure Track</td>
<td>50.0%</td>
<td>40.0%</td>
</tr>
<tr>
<td><strong>All Teaching Faculty</strong></td>
<td><strong>40.0%</strong></td>
<td><strong>40.0%</strong></td>
</tr>
<tr>
<td>Non-Instructional Faculty</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>47.4%</strong></td>
<td><strong>38.1%</strong></td>
</tr>
</tbody>
</table>
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 2020-21. All reviews were successful. Two URM faculty were candidates during this cycle and were 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._