

University of Colorado, Boulder

Faculty Diversity Action Plan

June 29, 2001

Goal 3: Diverse Faculty and Staff

We are committed to building and maintaining a diverse community of faculty and staff that reflects a broad range of racial/ethnic groups, cultures, perspectives, and gender.

Goal 3.A

Faculty of Color – Demonstrate continuing improvement in the number of tenured and tenure-track faculty of color. (The total for the 1998 baseline reporting was 123.)

Key Strategies:

3.A.1

Establish strategies and implementation plans by schools and colleges for increasing the number of tenured and tenure-track faculty of color; monitor and report progress annually.

Departments that are conducting a search must submit a written plan for increasing diversity to the Provost as the search begins. Data on the diversity of the applicant pool and the search results will be collected and reported annually to the Associate Vice Chancellor for Faculty Affairs (AVCFA) and the Associate Vice Chancellor of Diversity and Equity (AVCDE) by the Department of Equal Opportunity (DEO).

Progress Report: June 30.

3.A.2

Engage faculty of color in successful recruitment and professional development efforts to aid in attracting and retaining diverse faculty.

Pilot: Identify faculty of color in the department conducting a search and request names of potential candidates. Chairs of search committees will be encouraged to contact potential candidates personally.

Share costs for spousal hires among the hiring department, the new spouse's department, and the Provost.

Send all faculty of color a list of open positions on campus.

Progress report: June 30

3.A.3

Enhance support for the Special Opportunities Program in the Division of Academic Affairs to help broaden faculty diversity.

The list of finalists for faculty positions should include faculty of color and/or women. Chairs of search committees need to submit a justification for any exceptions in writing to the Dean for approval, before candidates are brought for interviews.

Special Opportunity positions that become vacant within the seven-year period to tenure must be filled by SOP hires.

Progress report: June 2002

3.A.4

Enhance diversity expectations in the Program Review Process for primary units.

Units under review will report quantitative changes in faculty, staff and graduate student demographics as part of their PRP self study.

Progress Report: Program Review to report progress annually to AVCFA and AVCDE March 1.

3.A.5

Encourage enhanced professional development opportunities for all faculty, including faculty of color.

Seek enhanced funding for professional development programs by increasing funds from general fund dollars and private donations.

Progress report: May 2002

3.A.6

Improve communication and understanding about recent changes in tenure procedures that offer broader criteria in research, teaching and services to enhance opportunities for all faculty.

Provide information for first-, third-, and sixth-year faculty and monitor number of faculty attending, through Faculty Affairs. (See 3.A.8)

Develop website for new and pre-tenure faculty and monitor visits—
Faculty Affairs.

Progress report: May 2002

3.A.7

Provide mentoring programs for tenure-track faculty.

The Faculty Teaching Area Scholars Program through the Faculty Teaching Excellence Program provides mentoring for all new faculty.

A Diversity Area scholar will be a part of the Faculty Teaching Excellence program and make individual contacts with new faculty of color.

Progress report from Faculty Affairs to AVCDE, July 31.

3.A.8

Continue and enhance first-, third-, and sixth-year preparation workshops on tenure processes and expectations. (See 3.A.6)

Develop website for new and pre-tenure faculty and monitor visits—
Faculty Affairs.

Progress Report: May 2002

3.A.9

Monitor exit interviews to identify opportunities for improvement in retention of faculty of color, in addition to identifying other issues.

Conduct yearly exit interviews.

Progress Report: Faculty Affairs reports annually to Provost, January 1.

3.A.10

Collect data on faculty of color from public Research I Institutions (CU-Boulder's peer group) for use in establishing benchmarks.

Progress Report: To be accomplished by December 2001 by Planning, Budget and Analysis.

3.A.11

Increase IMPART research grant funding to expand research opportunities for diverse faculty.

Seek enhanced funding for professional development programs by increasing funds from general fund dollars and private donations.

Progress Report: Awards reported annually AVCDE in April.

3.A.12 Explore potential for new “grow-your-own” programs aimed at attracting prospective faculty of color to the Boulder campus.

Progress report: May 2002

Goal 3.B

Women Faculty – Demonstrate continuing improvement in the number of female tenured and tenure-track faculty, especially in disciplines where women currently are underrepresented. (The total for the 1998 baseline reporting year was 271.)

Key Strategies:

3.B.1

Establish strategies and implementation plans at the departmental and school/college levels for increasing the number of women faculty; monitor by faculty level.

Departments that are conducting a search must submit a written plan for increasing diversity to the Provost as the search begins. Data on the diversity of the applicant pool and the search results will be collected and reported annually to the Associate Vice Chancellor for Faculty Affairs (AVCFA) and the Associate Vice Chancellor of Diversity and Equity (AVCDE) by the Department of Equal Opportunity (DEO).

Share costs for spousal hires among the hiring department, the new spouse’s department and the Provost.

Progress report: June 30

3.B.2

Engage women faculty in successful recruitment and professional development efforts to aid in attracting and retaining diverse faculty.

Send all women faculty a list of open positions on campus. Chairs of search committees will be encouraged to contact potential candidates personally.

Provide information sessions for first-, third-, and sixth-year and monitor number of faculty attending.

Progress report: June 2002

3.B.3

Enhance support for the Special Opportunities Program in the Division of Academic Affairs to help broaden faculty diversity.

The list of finalists for faculty positions should include faculty of color and/or women. Chairs of search committees need to submit a justification for any exceptions in writing to the Dean for approval, before candidates are brought up for interviews.

Special Opportunity positions that become vacant within the seven-year period to tenure must be filled by SOP hires.

Progress report: June 2002

3.B.4

Faculty Affairs will review starting salaries for new faculty to identify any gaps related to gender and develop strategies for addressing any gender-related variances.

Monitor gender salary equity annually and report to the Provost in May.

Set aside funds to correct any inequities.

Progress report: May 2002

3.B.5

Monitor exit interviews to identify opportunities for improved retention of women faculty, in addition to identifying other issues.

Conduct exit interviews.

Progress Report: Faculty Affairs annually to Provost, January 1.

3.B.6

Collect data on women faculty from public Research I Institutions (CU-Boulder's peer group) for use in establishing benchmarks (PBA).

Progress Report: To be accomplished by December 2001 by Planning, Budget and Analysis.