

SUGGESTIONS FROM THE FACULTY SENATE COMMITTEE ON DIVERSITY AND
AFFIRMATIVE ACTION

The committee met on October 9, 2007 with Lesa Griffiths, Maxine Colm, and Alvina Quintana to discuss critical issues that need to be addressed in the upcoming terms. The committee weighed possible responses and then met once again at the end of the semester. The results of that last meeting are enclosed here in the form of two actionable suggestions for the President's Strategic Planning Committee. They have been submitted via the UD text submission website but are also given here to provide a context and PDF format.

1) FACULTY DIVERSITY

Repeated efforts via normal search process often lead to the best candidates for faculty positions at UD choosing other institutions of higher rank or with more promising startup packages. Several departments have chronic biases (see for example the attached table of % female faculty in certain departments at UD) that result from this practice by other universities and the resulting disadvantage UD often finds itself in when recruiting.

For this reason, the suggestion is to consider ongoing, multiyear searches with the goal of equitable recruiting of faculty with diverse expertise and backgrounds who exemplify excellence in teaching, scholarship, and service. These efforts are supportive of new initiatives to increase the external funding and national rank of the research and graduate programs at UD but also increase the potential for recruiting highly sought after candidates. The lines are intended to allow UD to engage in fair and competitively hiring with regard to individuals of all demographics. These lines may be further restricted to units with growth potential to national prominence in their research/scholarly activities and graduate programs.

We suggest 30 tenure/tenure track hires over the next five years be designated to recruit faculty in ongoing, multiyear searches who fully address the University aspirations for excellence in scholarship, teaching, and diversity. (These hires are understood to be spontaneous whenever truly exceptional individuals emerge though a formal search may not be in progress at that time.)

The advantages of such a policy are clear:

- Increased leverage in the recruiting process while avoiding startup bidding wars.
- Efficiently addressing "pockets" within university demographics that are unlikely to be solved by single year hiring timed with higher ranking institutions.

The disadvantages

- Cost of additionally faculty lines – minimized by targeting units with greatest need.
- Allocation of lines, while helpful for improved external funding and scholarly activities, may not represent an equal distribution by teaching load across the university.

TABLE 1: UD UNITS WITH LESS 17% OR LESS FEMALE FACULTY

AGRICULTURE AND NATURAL RESOURCES	
Entomology & Applied Ecology	14%
ARTS AND SCIENCE - HUMANITIES	
Philosophy	15%
ARTS AND SCIENCES – NATURAL SCIENCES	
Chemistry & Biochemistry	14%
Mathematical Sciences	17%
Physics & Astronomy	6%
BUSINESS & ECONOMICS	
Economics	13%
Finance	10%
ENGINEERING	
Chemical Engineering	14%
Civil & Environmental Engineering	10%
Electrical & Computer Engineering	4%
HUMAN SERVICES, EDUCATION, & PUBLIC POLICY	
School of Urban Affairs	14%
Hotel & Restaurant Management	17%
MARINE AND EARTH STUDIES	
Geology	6%

SINGLE DIGIT FEMALE REPRESENTATION UNITS

Electrical & Computer Engineering	4%
Geology	6%
Physics & Astronomy	6%

2) GRADUATE STUDENTS

The success of graduate and research programs at UD hinges on recruiting the very best talent to its programs. Recruitment is a global issue in many disciplines. Current Federal Government and UD scholarships do not address the need to improve recruitment of more high quality students. Furthermore, many scholarships currently administered by UD require US citizenship for eligibility. It is unlikely that UD will significantly increase the size of its graduate programs without establishing better recruitment techniques to attract excellent students from countries other than our own.

In the spirit of fellowships such as the Fulbright Scholarship Program foreign.fulbrightonline.org, this scholarship initiative is intended to establish a global network for recruitment. The initiative will increase the diversity and size of the graduate programs and offset some of the prohibitive costs for graduate students from other countries to attend UD.

We suggest 50 graduate admission fellowships (two-year duration for doctorate, one-year for masters) with eligibility criteria the students must be international and have received a college degree from an institution outside the US. They are intended to build the graduate program admissions globally by increasing its profile and connectivity with non-US institutions.

These positions are expected to have the greatest impact if they are used to recruit students for admission (1) in areas with significant external funding so they are more likely to complete their studies in a timely manner with full support and (2) are in disciplines identified for growth at UD in the next five to ten years. (Note: 50 is ~1% of the graduate enrollment for target peer institutions like UVA. Currently UD has 3,500 graduate students.)

The advantages of such a policy are:

- More active recruitment of international students into the graduate programs.
- Prestige of a scholarship/fellowship increases the profile of international students.
- Increased size of graduate programs as the university increases its national standing.
- Opportunities for solicitation of private funds to endow or otherwise support the lines.

The disadvantages include:

- The high initial cost of implementing the fellowships
- Administrative overhead associated with awarding the scholarships – this may entail distributing the scholarships among the departments in proportion to current graduate programs.