

# Addressing the Diversity of JMU Faculty

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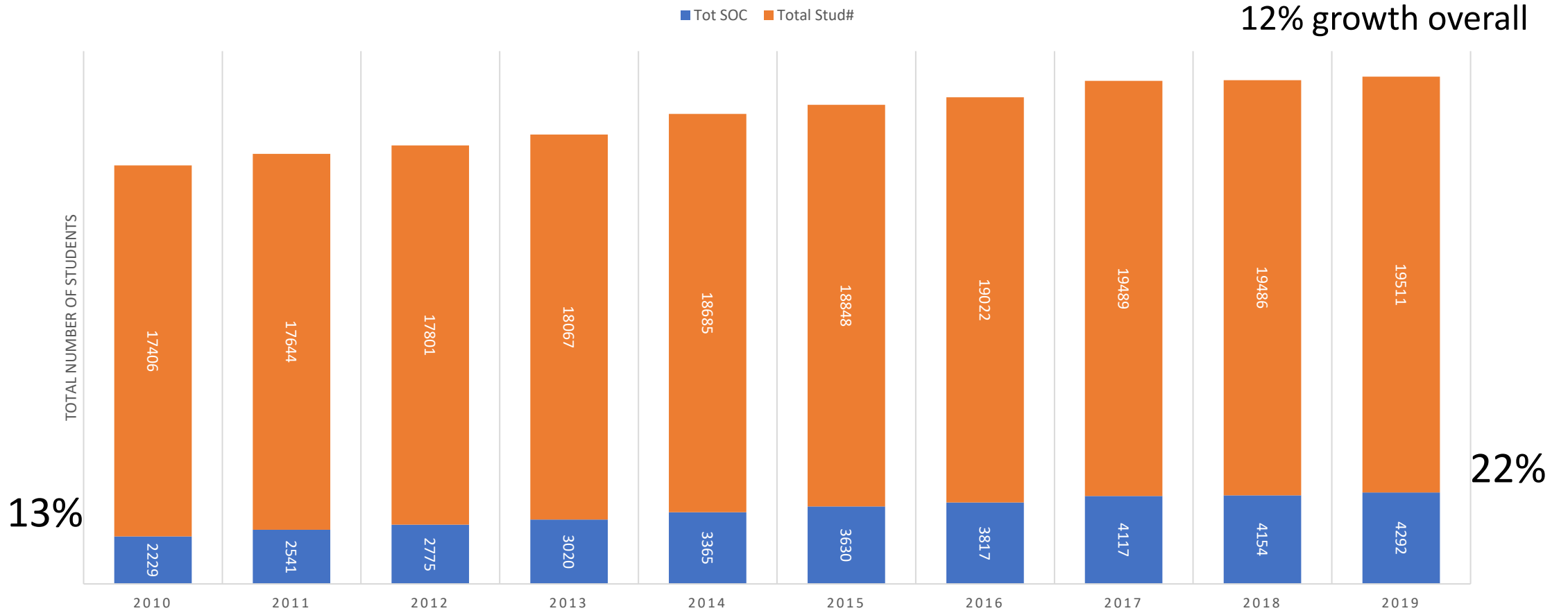
Interim Vice Provost for Faculty and Curriculum





# Students

## JMU UNDERGRADUATE STUDENTS

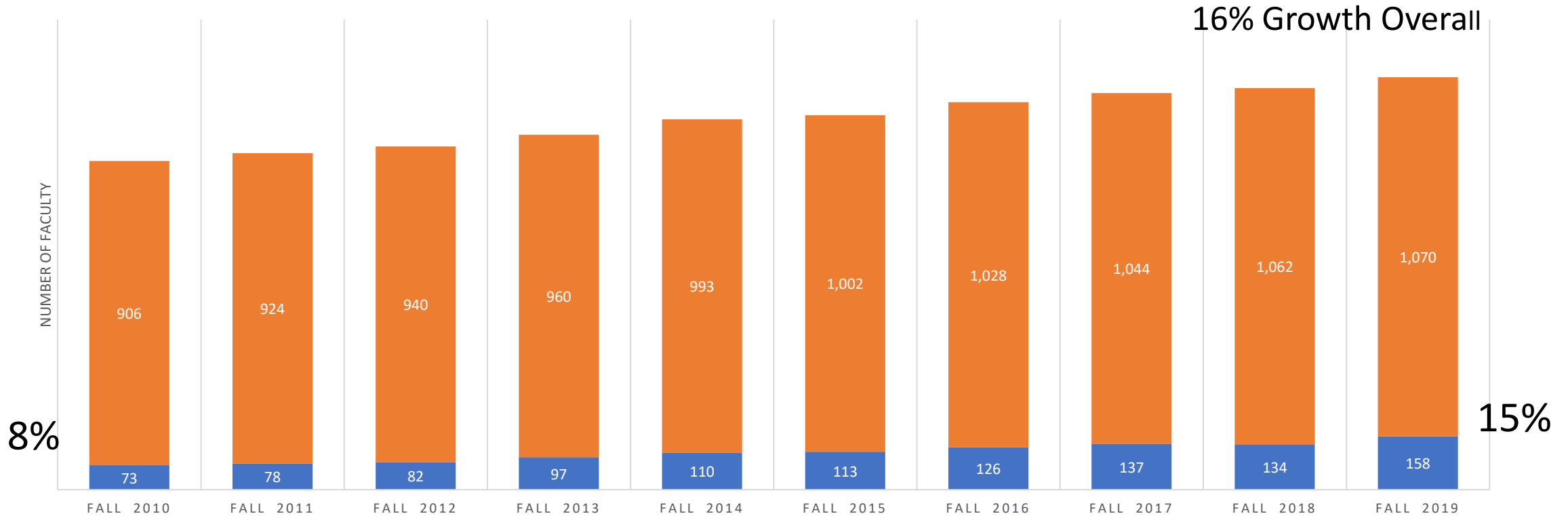




# Total number of faculty of color has increased faster than total faculty size

## FT INSTRUCTIONAL FACULTY

■ Total Faculty of Color ■ Total





# Overall faculty diversity has not changed since 2015

## ALL JMU INSTRUCTIONAL FACULTY



~1-3% of instructional faculty identify as foreign



# Guiding Questions

- How do we improve faculty recruitment?
- How do we improve faculty retention?



# What is the landscape for faculty hiring?



# National Trends in Faculty Hiring

<b>% Doctoral degrees awarded</b>	<b>2010</b>	<b>2018</b>
Asian	8.7	9.3
Hispanic or Latino	5.8	7.3
Black or African American	6.1	6.9
American Indian or Alaska Native	0.4	0.3
More than one race	2.1	3.1
White, all fields	73.1	70.5
<b>% PoC</b>	<b>23.1</b>	<b>27</b>

<b>% Faculty</b>	<b>2017</b>
Asian	11
Hispanic or Latino	6
Black or African American	6
American Indian or Alaska Native	< 1
More than one race	1
White, all fields	76
<b>% PoC</b>	<b>24</b>

<https://www.nsf.gov/statistics>

<https://nces.ed.gov/fastfacts/display.asp?id=61>



# Comparing Faculty Diversity at 4-year institutions in Virginia

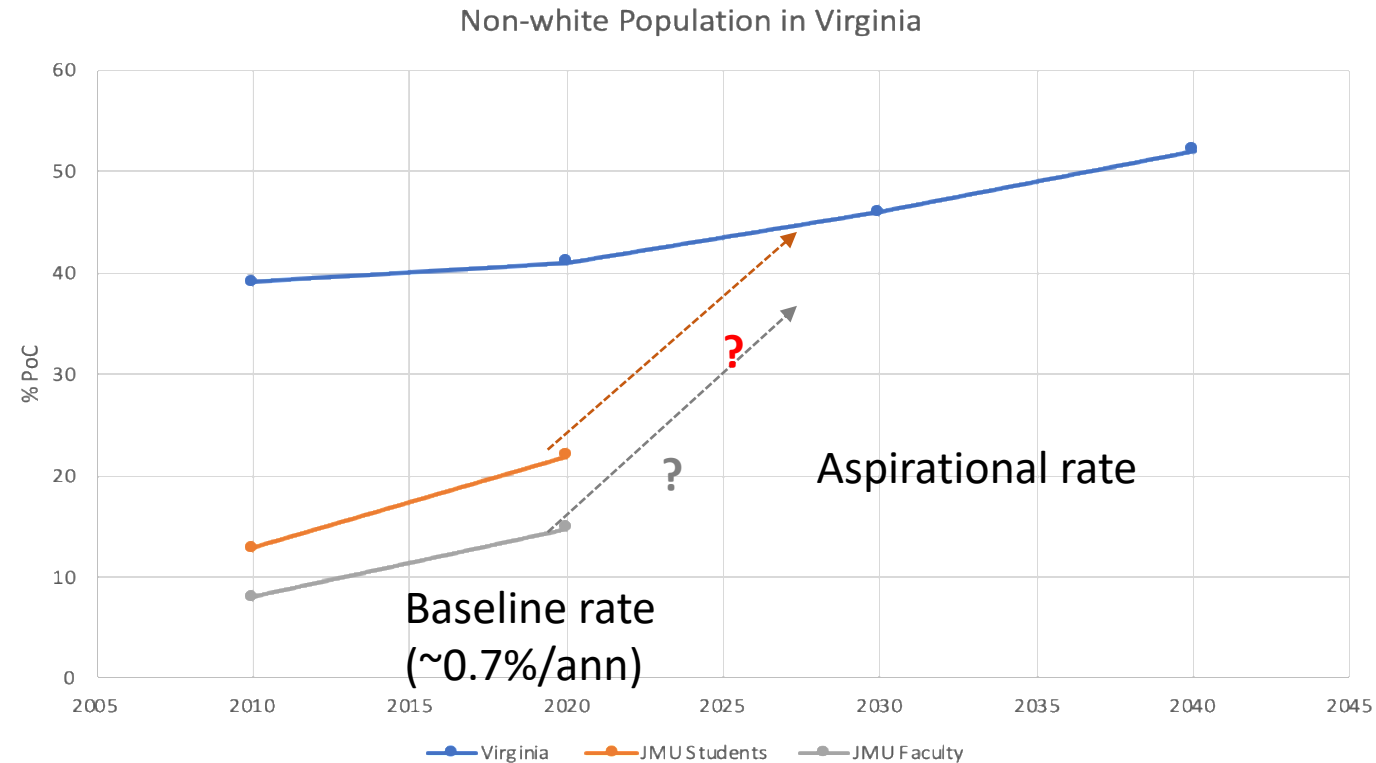
	% Faculty of Color (2019)
George Mason University	33
Virginia Commonwealth University	32
College of William and Mary	28
University of Virginia	23
Virginia Tech	16
James Madison University	15

<https://www.collegefactual.com>





# Meeting the future needs of Virginia



Demographics Research Group of the Weldon Cooper Center for Public Service, June 2017,  
<http://demographics.coopercenter.org>



# Faculty Hiring for Diversity

- Centralize approval of faculty hires
- Departmental conversations about diversity, equity and inclusion
- Targeted recruiting
- Diversity language in the ad
- Diversity statement in application
- Applicant pool prescreening
- Search committee anti-bias training

2019-20	Total # Applicants	Total Applicants of Color	% PoC
Applicant Pool	3011	621	21
Interview Pool	398	105	26
Hired	73	21	29



# How do we change the way we attract, select, hire and retain faculty?

- What conversation(s) set the context for defining hiring needs?
- How do we adopt best practices for developing high quality, diverse candidate pools?
- How do we engage faculty candidates to prepare them and us for becoming colleagues?
- How is the hiring process experienced by incoming faculty colleagues?
- What is the purpose of onboarding?
- How do we add new colleagues into the conversation?
- What is the role of deans, AUHs, faculty in addressing the diversity of JMU's faculty?