Faculty Diversity in the CoE

Mark E. Lewis

Associate Dean for Diversity and Faculty Development

Why Diversity and Inclusion?

- "I would found an institution where any person can find instruction in any study." – Ezra Cornell, 1868

- It makes for a better university

  - "The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies", by Scott Page

- We are sending students into the world better equipped to handle the future

CornellEngineering

Recent successes

- The first woman in the college hired with tenure: 2012 (Cornell Tech), 2014 (Ithaca campus).

- Since that time, MAE, ECE, MSE have also done so.

- Three of the 10 schools in the CoE have female directors

- Of the 5 associate deans there are 2 women, 1 URM and 3 men

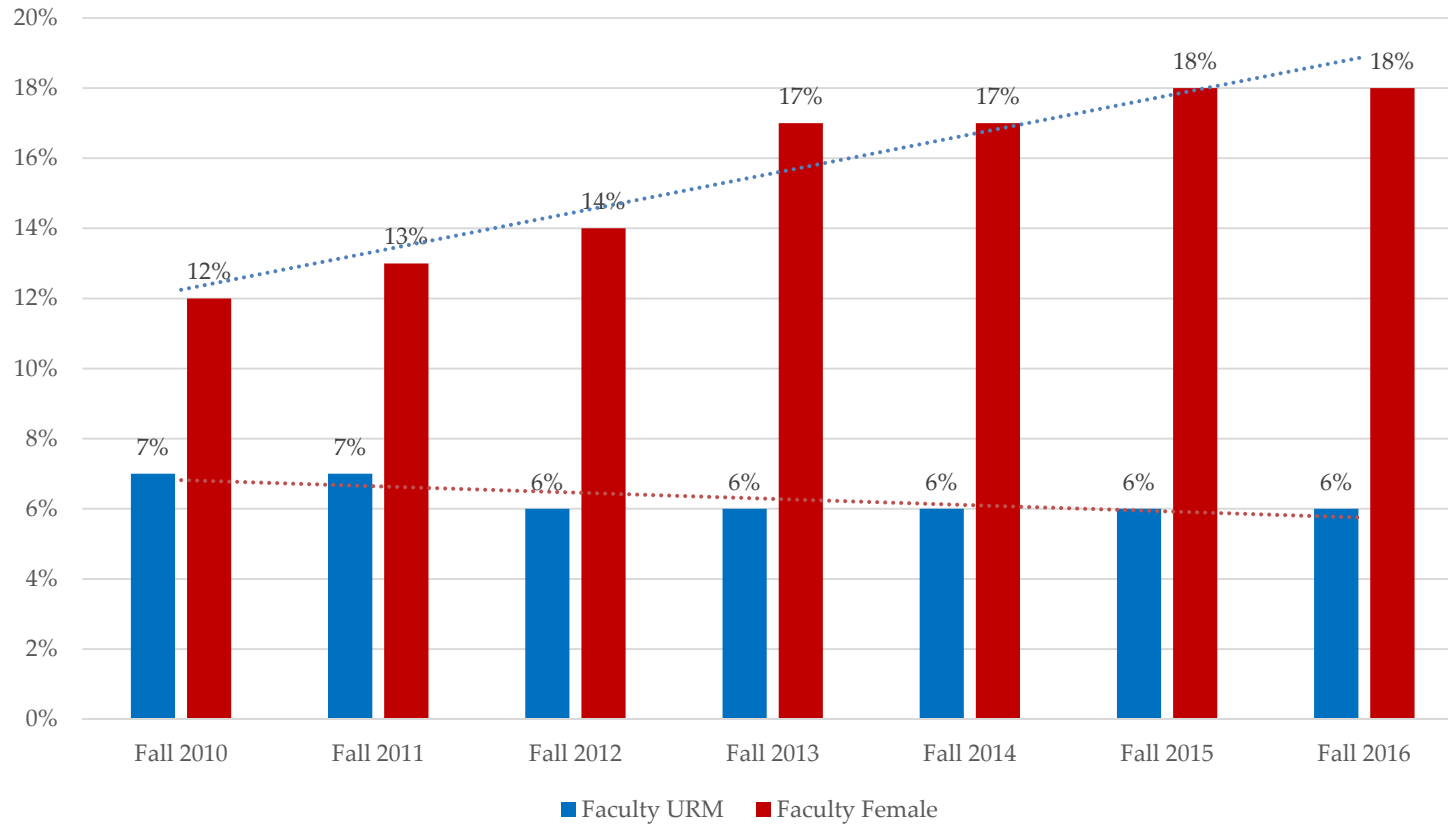# Undergraduate Diversity

Undergraduate Enrollment
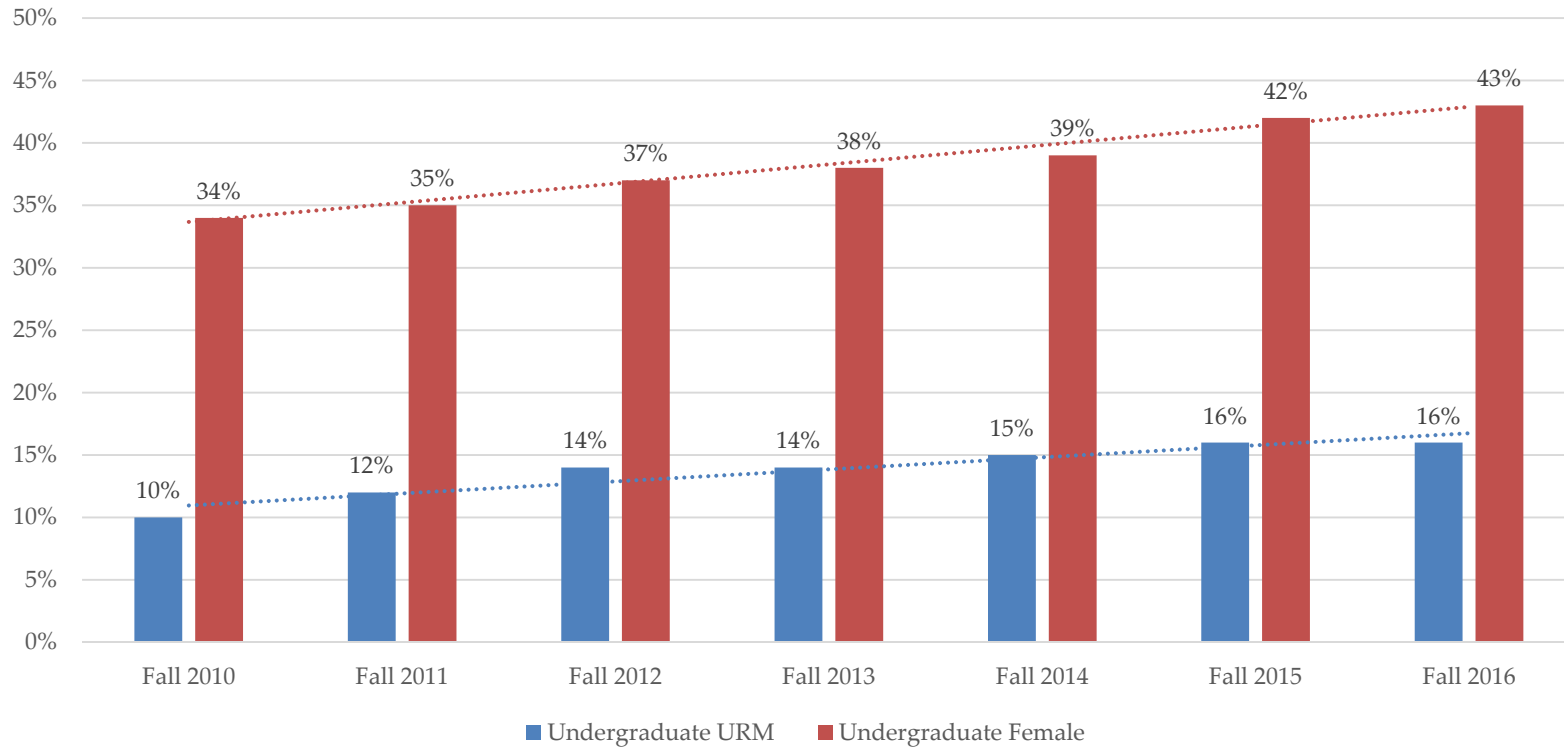
National (Fall 2015): Female 21.4%, URM 16.4%
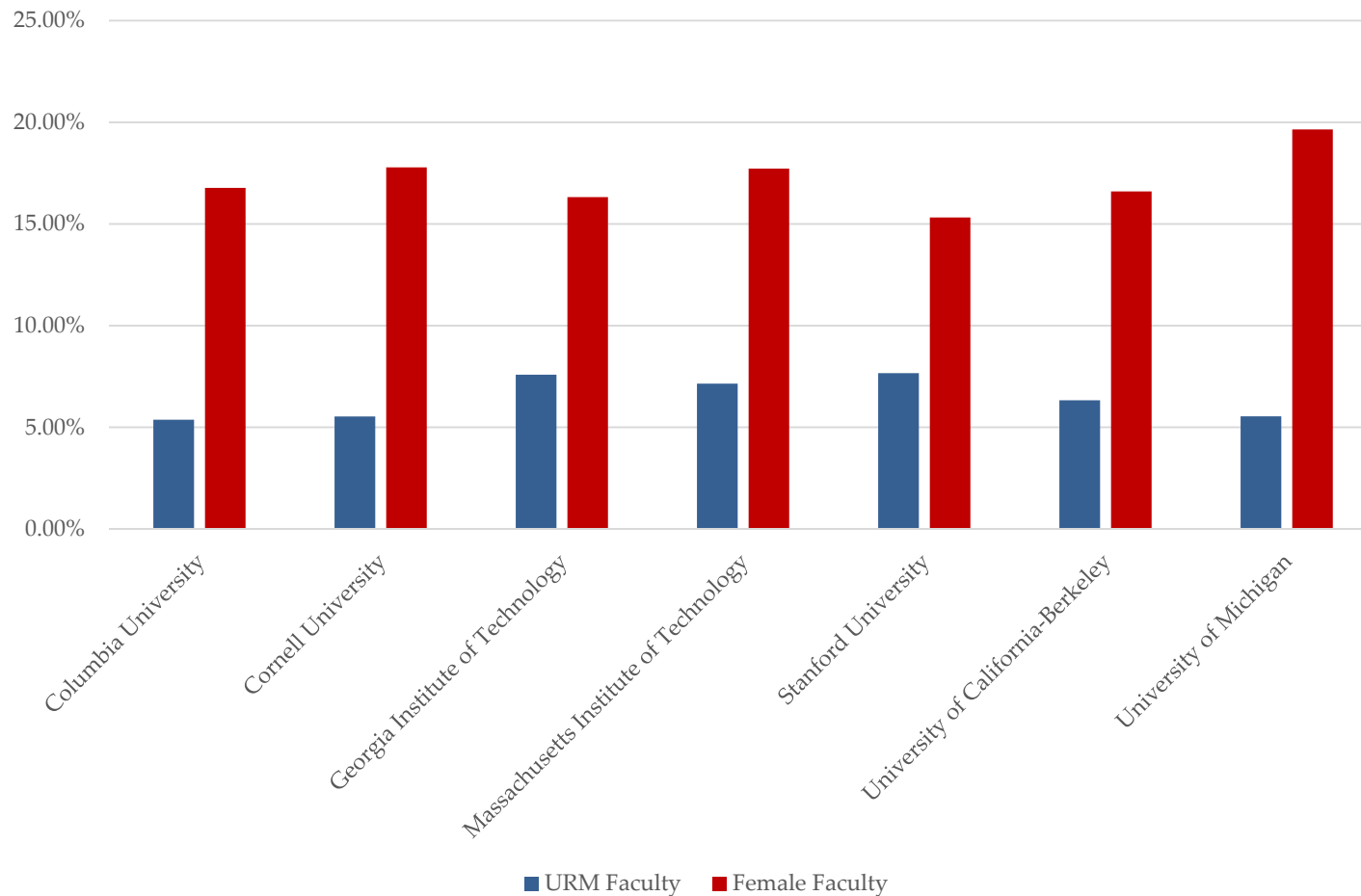
Faculty Demographics

Faculty Demographics

National (Fall 2015): Female 15.7%, URM 4.8%

Cornell Engineering

Faculty Demographics

Engineering Faculty Demographics (Fall 2015)

- URM Faculty
- Female Faculty

CornellEngineering

Strategic Initiatives (faculty diversity)

- The percentage of female faculty should increase from **14% to 20%** by 2020
- The percentage of underrepresented minority faculty should increase from **7% to 10%** by 2020
- The College remains committed to the goal of Cornell's ADVANCE grant of having at least **20% women in each science and engineering department**.

- These composition goals are facilitated by **the Strategic Oversight Committee for Faculty Hiring** (more on the process in a moment)

CornellEngineering

Brief takeaways, so far

- Guiding principles of the university include efforts to see a diverse student body, staff and faculty

- Given the changing demographics of the country, it is not clear to me that 20-10-20 aspiration of faculty diversity is ambitious enough (at least not when it comes to female faculty)

- Ethnic diversity seems more difficult to achieve

CornellEngineering

Unconscious Bias

- **Definition**: attitudes or stereotypes that affect our understanding, actions, and decisions in an **unconscious** manner.

  - This can affect how we write search ads, who we invite to interview and to whom to make offers.

Source: NYCEDC 2/9/11

The Strategic Oversight Committee Process

Three critical stages:

1. Search Approval
2. Invitations to candidates for interviews
3. Offer approval

The Strategic Oversight Committee Process

Search Approval

- Chair and Dean agree that a department may **search in a particular area**

- Chair appoints a **search committee**

- SOC might comment on the composition of the committee

    - Best Practice:
        - Choose a diverse search committee
        - In some cases, appoint a "diversity advocate"

The Strategic Oversight Committee Process

Search Approval

- The search committee members participate in at least one of the **search committee training sessions** sponsored by the Office of Faculty Development and Diversity

- Departmental search committee chair **submits a recruitment plan** incorporating key points to the SOC

  - Usually includes where the ad will be posted,
  - a list of (women/URM) faculty who will be contacted, etc.

- SOC requires
  - The ad use broad language
  - **That the diversification plans discusses how they will ensure the diversity in both the applicant and interviewee pool**

CornellEngineering

The Strategic Oversight Committee Process

Search Approval

- Most search plans in recent years have become standard practice

- At the start of the search the **departmental search committee will meet with the Associate Dean for Diversity** to discuss best practices in searches and interviewing

- This year, we asked the committees to do more:

  - Check the web sites of favored faculty
  - Explain how they are going to deal with any implicit biases

CornellEngineering

The Strategic Oversight Committee Process

Invitations to candidates for interviews

- Prior to extending invitations to interview candidates, the search committee **must demonstrate the diversity of the applicant pool** to the SOC.

    - Note any interview (virtual, in person etc.) is an interview.

    - Note the requirement does not only say **attempts** to diversify the pool were made (so we provide some help where possible)

CornellEngineering

We can improve our chances of success

If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired

by Stefanie K. Johnson, David R. Hekman, and Elsa T. Chan

Number of interviews by search

Total	men	women	URM
5	3	2	0
5	2	3	0
5	3	2	1
6	4	2	1
4	2	2	0
5	3	2	0
3	3	0	0
4	2	2	1
5	3	2	0
7	5	2	0
15	10	5	2

Dean's Excellence Seminars

Dean provides funding (up to $1K) to bring a woman or URM speaker to the departmental research seminar

- Not to be used as specialty seminars, part of the usual seminar series
- Should be used to get a "look" at the speaker
- Encourage/require students to attend
- Up to 5 seminars to be funded
- CV plus a short narrative as to why (s)he might make a good faculty candidate

These have the added benefit of allowing graduate students to see faculty of their demographic speak in seminars

Fingers crossed

- We will make at least one more offer with tenure to a woman this year

- We will make two offers with tenure to Hispanic men

- We will make an untenured offer to a Hispanic man

- We will interview 3 African-American men (all with tenure)

Women in Science in Engineering

With the end of the NSF ADVANCE award in 2013, the torch has been handed back to the WISE group. Worthy goals remain for us to pursue: **continuing to advocate for more women faculty, improving the situation for dual-career hires, reducing student bias against women and under-represented faculty teachers, and encouraging more women to continue to advanced degrees and to pursue faculty careers**.

Ephrahim Garcia Engineering Society

Mission Statement

The mission of the Ephrahim Garcia Engineering Society is to **facilitate a welcoming and supportive environment** for the under-represented faculty of Cornell University's College of Engineering. With the understanding that a **diverse faculty enriches the learning and research environment**, we would like to be **of service in the recruitment and retention of a more diverse engineering community**. Pursuant to these goals, the society's members provide advice to the dean on issues/concerns of diversity such as recruiting, mentoring and tenure and promotion of under-represented faculty.

Climate Issues (Anecdotal)

- Students of color and women at all levels often feel "left out" in the classroom
- Sometimes the same populations feel isolated
- Do faculty show respect to under-represented groups?

Women of Color
Women in Computing

Cornell Engineering Student Experience Survey – 2011

- Three out of ten (29.4%) URM students were dissatisfied with the overall sense of community among students, compared to 17.8% of Whites, 17.1% of Internationals, and 15.4% of Asian Americans.
- Looking at average GPA scores for students by level of satisfaction, those who were dissatisfied or very dissatisfied with the overall sense of community among students had significantly lower GPA scores than the other students.
- This was also true for students who were dissatisfied or very dissatisfied with the racial/ethnic diversity of the faculty, racial/ethnic diversity of the student body, and racial/ethnic diversity of the staff.

CornellEngineering

Cornell InteractiveTheater Ensemble

- Short vignettes to encourage discussion of bias and culture
- Followed by facilitated discussion
- Occurs during a faculty meeting (extended to about 1.5 hours)
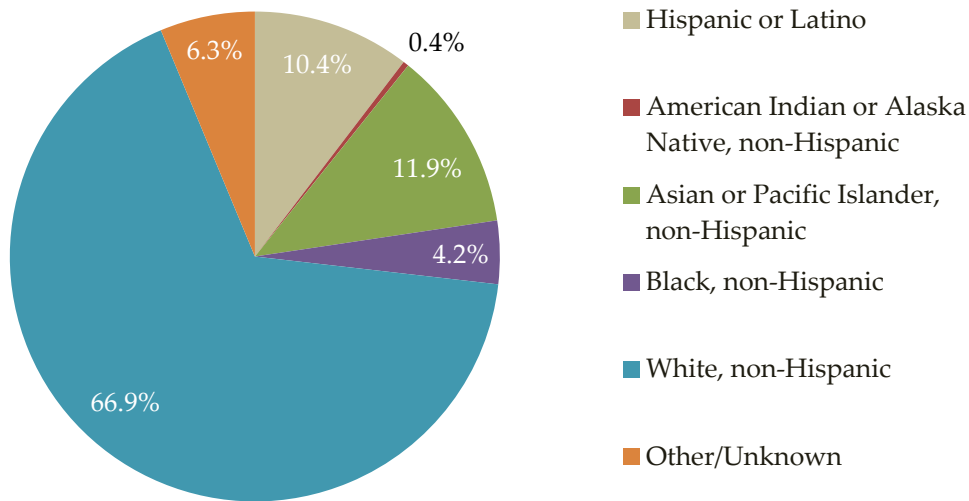- Followed up yearly (perhaps with different programs) for several years

Extra slides

Best Search Practices

- Connect with the members of **EGES** and **WISE** for help in identifying candidates
- Choose a subset of faculty of under-represented groups, view their web sites and **contact the faculty member about particular Ph.D. students**
- Attend the talks of potential candidates at national meetings
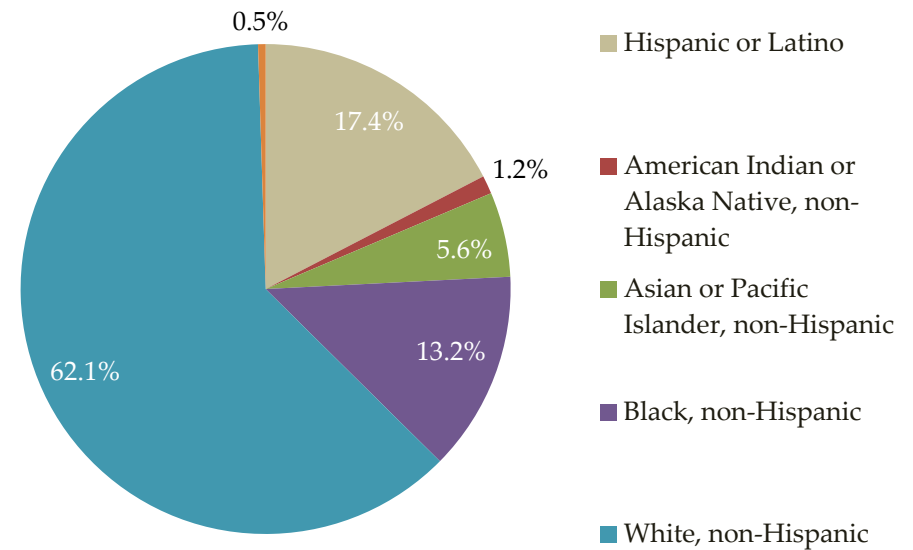- **Invite potential candidates to give a seminar**

An Engineering Workforce that Looks Like America (slide borrowed from NACME)

Engineering Bachelor's Degrees, 2014
(n = 86,394, excl. foreign students)

- 6.3%
- 10.4%
- 0.4%
- 11.9%
- 4.2%
- 66.9%

Legend:
- Hispanic or Latino
- American Indian or Alaska Native, non-Hispanic
- Asian or Pacific Islander, non-Hispanic
- Black, non-Hispanic
- White, non-Hispanic
- Other/Unknown

U.S. Population, 2014
(n= 318,820,926)

- 0.5%
- 17.4%
- 1.2%
- 5.6%
- 62.1%
- 13.2%

Legend:
- Hispanic or Latino
- American Indian or Alaska Native, non-Hispanic
- Asian or Pacific Islander, non-Hispanic
- Black, non-Hispanic
- White, non-Hispanic

CornellEngineering