

Achieving Faculty Diversity

Debunking the Myths

Daryl G. Smith

With Lisa E. Wolf and Bonnie E. Busenberg

Association of American Colleges and Universities

Achieving Faculty Diversity Debunking The Myths

Paul Gray, David E. Drew



Achieving Faculty Diversity Debunking The Myths:

Achieving Faculty Diversity Daryl G. Smith, Bonnie E. Busenberg, 1996 This study examined the reality of the experience of the labor market for new college faculty especially faculty of color and identified common myths in the academic labor market Recipients n 298 of prestigious graduate fellowships who had received their Ph D s since 1989 participated in telephone interviews about their job market experiences Subjects included African Americans 26 percent Asians and Pacific Islanders 4 percent whites 35 percent Latinos 32 percent and American Indians 3 percent Approximately half were women Fields of study included the humanities social sciences sciences education and ethnic gender studies The study identified eight prototypes differentiated by the degree of employment choice and type of employment ultimately accepted Most subjects regardless of race or gender were appointed to regular faculty positions 70 percent or to postdoctoral positions appropriate to their fields 17 percent Of those in faculty positions 92 percent were appointed to regular tenure track positions or faculty posts at Ivy League institutions that do not have tenure The study s findings contradicted six common myths including 1 faculty of color are so few that institutions must compete in the hiring process 2 the scarcity of faculty of color in the sciences means that few are available and those that are available are in high demand 3 scholars like those in this study are only interested in the most prestigious institutions making it virtually impossible for other institutions to recruit them 4 individuals are being continually recruited by wealthy and prestigious institutions having resources with which ordinary institutions cannot compete 5 faculty of color are leaving academe altogether for more lucrative positions in government and industry and 6 campuses are so focused on diversifying the faculty that heterosexual white males have no chance Contains 54 references Author CK Diversity in American Higher Education Lisa M. Stulberg, Sharon Lawner Weinberg, 2012-05-23 Diversity has been a focus of higher education policy law and scholarship for decades continually expanding to include not only race ethnicity and gender but also socioeconomic status sexual and political orientation and more However existing collections still tend to focus on a narrow definition of diversity in education or in relation to singular topics like access to higher education financial aid and affirmative action By contrast Diversity in American Higher Education captures in one volume the wide range of critical issues that comprise the current discourse on diversity on the college campus in its broadest sense This edited collection explores legal perspectives on diversity and affirmative action higher education s relationship to the deeper roots of K 12 equity and access policy politics and practice s effects on students faculty and staff Bringing together the leading experts on diversity in higher education scholarship Diversity in American Higher Education redefines the agenda for diversity as we know it today **Higher Education: Handbook of Theory and Research** John C. Smart, 2007-05-16 Published annually since 1985 the Handbook series provides a compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities Each chapter provides a comprehensive review of research findings on a selected topic

critiques the research literature in terms of its conceptual and methodological rigor and sets forth an agenda for future research intended to advance knowledge on the chosen topic The Handbook focuses on twelve general areas that encompass the salient dimensions of scholarly and policy inquiries undertaken in the international higher education community The series is fortunate to have attracted annual contributions from distinguished scholars throughout the world **When "minorities are Strongly Encouraged to Apply"** Darrell Cleveland,2009 This series asks about the purposes of Higher Education When undergraduates declare their majors they agree to enter into a world defined by the parameters of a particular academic discourse a discipline But who decides those parameters How do they come about What are the discussions and proposed outcomes of disciplined inquiry The series welcomes proposals from interdisciplinary multidisciplinary or transdisciplinary perspectives The Complete Academic Search Manual Lauren A. Vicker,Harriette J. Royer,2023-07-03 Covers searches for all faculty staff and administrative positions Emphasizes aligning hires to departmental and institutional goals Describes proven practices for successful outcomes Successful academic searches where high caliber college faculty and administrators are recruited and retained are critical to the vitality and sustainability of every institution In higher education many faculty and administrators are thrust into the role of academic search with little preparation other than their own experience of being interviewed Typically search committees also have to manage the process in the context of already heavy workloads This manual provides faculty members department heads chairs deans and members of search committees with a straightforward ten step process using proven strategies and systematic planning designed to facilitate group dynamics while members seek out and identify high caliber candidates and reach consensus on the best one for the institution This book concisely lays out everything committee members need to know replete with real life examples from diverse institutions sample forms timelines and checklists The process begins with the composition of the committee understanding its charge and the responsibilities of the chair and its members It then leads the committee through the steps of drawing up the position description using input from all stakeholders publicizing the position evaluating resumes planning and conducting interviews narrowing the pool to the final selection and negotiation processes Throughout the authors attend to issues of diversity and inclusion aligning the hire with institutional goals and avoiding legal pitfalls Equally importantly they set out a framework for welcoming acclimating and retaining new hires to ensure the return on the institution's substantial investment of time and expense to recruit them **Affirmative Action's Testament of Hope** Mildred Garcia,1997-07-24 Focuses on affirmative action and its impact on colleges and universities since its inception in 1965 Suggests different perspectives on and approaches to affirmative action and offers and presents various voices on the impact and philosophical implications of affirmative action **Diversity's Promise for Higher Education** Daryl G. Smith,2015-06 Daryl G Smith's career has been devoted to studying and fostering diversity in higher education She has witnessed and encouraged the evolution of diversity from an issue addressed sporadically on college campuses to an

imperative if institutions want to succeed In this second edition of *Diversity's Promise for Higher Education* Smith emphasizes a transdisciplinary approach to the topic of diversity drawing on an updated list of sources from a wealth of literatures and fields She claims with optimism when the conclusions from a wide variety of studies using different methodologies begin to converge we may apply the results with some confidence Smith responds to recent criticism of diversity efforts on campuses as a convoluted list of grievances without focus on the historic issue of inequity by making explicit the central relationship between diversity and equity To become more relevant to society the nation and the world while remaining true to their core mission higher education institutions must begin to see diversity as central to teaching and research She argues that institutions can pursue diversity efforts that are inclusive of the varied and growing issues apparent on campuses without losing focus This thoughtful volume draws on 50 years of diversity studies It offers students researchers and administrators an innovative approach to developing and instituting effective and sustainable diversity strategies

Resources in Education, 1997 *From Oppression to Grace* Theodore Regina Berry, Nathalie Mizelle, 2023-07-03

This book gives voice to the experiences of women of color women of African Native American Latina East Indian Korean and Japanese descent as students pursuing terminal degrees and as faculty members navigating the Academy grappling with the dilemmas encountered by others and themselves as they exist at the intersections of their work and identities Women of color are frequently relegated on account both of race and womanhood into monolithic categories that perpetuate oppression subdue and suppress conflict and silence voices This book uses critical race feminism CRF to place women of color in the center rather than the margins of the discussion theorizing research and praxis of their lives as they co exist in the dominant culture The first part of the book addresses the issues faced on the way to achieving a terminal degree the struggles encountered and the lessons learned along the way Part Two *Pride and Prejudice Finding Your Place After the Degree* describes the complexity of lives of women with multiple identities as scholars with family friends and lives at home and at work The book concludes with the voices of senior faculty sharing their journeys and their paths to growth as scholars and individuals This book is for all women of color growing up in the academy learning to stand on their own taking first steps mastering the language walking running falling and getting up to run again and illuminates the process of self definition that is essential to their growth as scholars and individuals *The Elusive Quest for Equality* José F. Moreno, 1999-01-01 *The Elusive Quest for Equality* documents both the plight and the struggle of Chicano communities over the past 150 years using the guiding themes of segregation Americanization and resistance in the history of education for Chicanos Chicanas The history of the Chicano community's quest for educational equality is long and rich Since the Treaty of Guadalupe Hidalgo formalized the conquest of half of Mexico's territory into what is now the U S Southwest Chicanos have fought to claim what was promised them in the Treaty the enjoyment of all the rights of U S citizens In terms of education they certainly have never had equal access opportunity or resources despite legal victories In this volume some of the leading scholars analyze

why the quest for equality in education has remained so elusive They do so by documenting both the plight and the struggle of Chicano communities over the past 150 years using the guiding themes of the role of language segregation Americanization and resistance in the history of education for Chicanos Chicanas In the cover painting of this book Manuel Hernandez Trujillo captures the dualistic nature of the U S conquest of Northern Mexico reflecting both the losses and opportunities represented in his camino de espinas road of thorns This tension between cynicism and optimism pervades the essays in this volume something I see over and over again in discussions that focus on the significance of race in a democratic society To what extent does the past determine our future and to what degree do our own expectations of the future influence our interpretations of the past It seems to me that these two interdependent questions continue to shape both our experience as Chicanos Chicanas and our understanding of what it means to be Chicano Chicana in the United States at the end of the twentieth century Manuel N G mez Vice Chancellor Student Services University of California Irvine from the Foreword

Higher Education: Handbook of Theory and Research Michael B. Paulsen, 2017-02-09 Published annually since 1985 the Handbook series provides a compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities Each chapter provides a comprehensive review of research findings on a selected topic critiques the research literature in terms of its conceptual and methodological rigor and sets forth an agenda for future research intended to advance knowledge on the chosen topic The Handbook focuses on a comprehensive set of central areas of study in higher education that encompasses the salient dimensions of scholarly and policy inquiries undertaken in the international higher education community Each annual volume contains chapters on such diverse topics as research on college students and faculty organization and administration curriculum and instruction policy diversity issues economics and finance history and philosophy community colleges advances in research methodology and more The series is fortunate to have attracted annual contributions from distinguished scholars throughout the world

The Essential Academic Dean Jeffrey L. Buller, 2007-11-09 The role of an academic dean is extremely complex involving budgeting community relations personnel decisions managing a large enterprise mastering numerous details fundraising and guiding a school or college toward a compelling vision for the future But no academic dean can quickly master all of the intricacies involved in this challenging position For instance how do you build support for a shared vision of your unit s future How do you interact effectively with all of the different internal and external constituencies that a dean must serve How do you set supervise and implement a budget How do you handle the volume of documents that cross your desk How do you fire someone ask a chair to step down respond to a reporter on the telephone and settle disputes about intellectual property rights How do you know when it s time to consider leaving your current position for another opportunity The Essential Academic Dean is about the how of academic leadership Based on a series of workshops given by the author on college administration and management each topic deals concisely with the most important information deans need at their

fingertips when faced with a particular challenge or opportunity Written both as a comprehensive guide to the academic deanship and as a ready reference to be consulted when needed this book emphasizes proven solutions over untested theories and stresses what deans need to know now in order to be most successful as academic leaders **Diversity and**

Inclusion in Higher Education and Societal Contexts SunHee Kim Gertz,Betsy Huang,Lauren Cyr,2018-01-03

Groundbreaking in its international interdisciplinary and multi professional approach to diversity and inclusion in higher education this volume puts theory in conversation with practice articulates problems and suggests deep structured strategies from multiple perspectives including performed art education disability studies institutional as well as government policy health humanities history jurisprudence psychology race and ethnicity studies and semiotic theory The authors originating from Austria Germany Luxembourg Trinidad Turkey and the US invite readers to join the conversation and sustain the work

"Strangers" of the Academy Guofang Li,Gulbahar H. Beckett,2023-07-12 No less than other minorities Asian women scholars are confronted with racial discrimination and stereotyping as well as disrespect for their research teaching and leadership and are underrepresented in academia In the face of such barriers many Asian female scholars have developed strategies to survive and thrive This book is among the first to examine their lived experience in Western academic discourses It addresses the socio cultural political academic and personal issues that Asian female scholars encounter in higher education The contributors to this book include first and second generation immigrants who are teachers and researchers in higher education and who come from a wide range of Asian nations and backgrounds They here combine new research and personal narratives to explore the intersecting layers of relationships that impact their lives language culture academic discourses gender class generation and race The book is replete with the richness and complexity of these scholars struggles and triumphs in their professional and personal realms This powerful and engaging volume Examines and celebrates the struggles and triumphs that Asian female scholars experience as they try to make it in academic environments that may differ sharply from the culture of their countries of origin Highlights the unique contributions the authors have made to research theory and the profession Establishes the authors claim to visibility and a voice for themselves and more generally for Asian women in the academy Opens a dialogue on these critical issues by sharing the academic and personal experiences of senior and junior scholars alike and Contributes to the on going discussion on issues pertinent to the status of minority female scholars in higher education **The Experiences of Black and Minority Ethnic Academics** Kalwant

Bhopal,2015-06-26 Recent research suggests that Black and minority ethnic BME academics remain underrepresented particularly at senior levels in higher education and tend to be concentrated in new post 1992 universities This book provides an original comparative study of BME academics in both the UK and the USA two different yet similar cultural and political climates considering issues of inequality difference and identity in the Academy Presenting a distinctive and engaging voice the book discusses the complexity of race gender and identity in the context of higher education an area that continues to

appear to be dominated by white middle class values and perspectives Chapters offer an up to date commentary on the purpose failures and potential of research on race gender and identity and its place within contemporary education and sociology The book broadens the understanding of educational research considering both sociological and cultural discourse as well as examining racialized and gendered identities from a theoretical and analytical standpoint The book closes by offering suggestions for viable policy shifts in this area The Experiences of Black and Minority Ethnic Academics will be of key interest to researchers academics and postgraduate students in the field of education as well as sociologists wanting to learn more about black and minority academics in higher education The Two-Body Problem Lisa Wolf-Wendel, Susan B. Twombly, Suzanne Rice, 2004-01-05

Approximately eight of every ten academics have spouses or partners who are working professionals and almost half of these partners are academics as well In fact dual career academic couples are so prevalent that the two body problem has become a common way of referring to the situation Increasingly intense competition to hire the best faculty forces institutions to assist dual career couples in finding suitable employment for the accompanying spouse or partner The authors of The Two Body Problem examine policies and practices used by colleges and universities to respond to the needs of dual career couples within the economic legal and demographic contexts of higher education Using data from an extensive survey of public and private universities as well as in depth case studies of institutions representing distinctive approaches to this problem the authors find that the type of institution its location size governance mission and resource availability is a critical factor in determining dual career employment options The Two Body Problem describes various accommodation models in depth and provides valuable information for college and university administrators responsible for hiring faculty and supporting their performance Lawrence Rodgers **Special Issues in Chairing Academic**

Departments Carolyn Allard, 2011-10-11 Chairing an academic department comes with a multitude of responsibilities in a wide variety of areas As a new department chair you immediately confront many of the basics of academic leadership managing budgets supporting faculty resolving conflict and facilitating change to name a few of the topics covered in The Essentials for New Department Chairs the companion to this booklet This collection is designed to help you navigate the further intricacies of your role Bringing together in one place for the first time sound advice and proven strategies from experts in the field these articles from The Department Chair provide practical tips on such topics as post tenure review work life balance for faculty fundraising departmental planning and preparing your administrative r sum Every selection contains easily accessible strategies and advice that you can put to use immediately The range of articles covers the important functions of academic departments and the authors impart the skills and thinking you need to enhance your leadership capabilities For brand new department chairs this booklet will provide you with an overview of the complexities of the chair role For those chairs with a year or two more experience this booklet will provide direction and guidance as you delve more deeply into your responsibilities Designed to provide a wealth of strategies in five crucial areas faculty recruitment and

evaluation faculty mentoring and development enhancing teaching and building community departmental initiatives and chair development and next steps the expert advice and field tested techniques presented here offer essential insights into this important chair work This collection will equip you with lessons to draw from and best practices for leading into the future

What They Didn't Teach You in Graduate School Paul Gray, David E. Drew, 2023-07-03 This irreverent but serious guide to what life in higher education institutions is really like now enhanced by 100 new tips Invaluable advice that ranges from getting your Ph D to setting the course of your academic career The 100 new hints expand sections on the dissertation process job hunting life in the classroom and on dealing with students as well as on matters that affect readers careers such as research publication and tenure The book concludes with a tongue in cheek appendix on How to Become a Millionaire while an academic

Diversity and Inclusion in Higher Education Daryl G. Smith, 2014-04-16 In addition to many other issues that touch higher education around the world diversity and equity in higher education is fast becoming a major opportunity and challenge to institutions countries and regions The increasing centrality of diversity is fueled in part by changing demographics immigration social movements calls for remedies to historic grievances and the relationship between identity and access to power This book will provide an opportunity to look at efforts at institutional change with respect to diversity in several countries where issues of diversity are moving beyond simply access for diverse populations to efforts at institutional transformation Its purpose is to provide a comparative perspective with the hope that we will be able to see patterns across these contexts from which we might learn Amongst other subjects it will address The historic and contemporary context for diversity Established and emerging salient identities How diversity is framed at a national and institutional level The prevailing strategies and policies for engaging diversity again at the national and institutional level The role of special purpose institutions This critical book is essential for higher education scholars and practitioners with backgrounds in higher education

The Organization of Higher Education Michael N. Bastedo, 2012-05-01 Colleges and universities are best understood as networks of departments working together to fulfill a mission of education innovation and community partnership To better understand how these large and complex institutions function scholars can apply organizational and strategic planning concepts made familiar by business management This book follows that model and explores the new and emerging ways by which organizational theories address major contemporary concerns in higher education The contributors to this volume are both influenced and inspired by the pioneering work of Marvin Peterson and his four decade career researching higher education organization Comprising a serious reexamination of the field the essays review past and current thinking address the field s core theoretical traditions and pursue exciting new lines of inquiry including the organizational dynamics of diversity and social movement organizations Ideal for courses in administration and theory this book reinvigorates the study of higher education as an organization and encourages scholars to rediscover the value of organizational principles in all areas of higher education research Contributors Michael N Bastedo University of

Michigan Patricia J Gumport Stanford University James C Hearn University of Georgia Adrianna Kezar University of Southern California Jason Lane State University of New York at Albany Simon Marginson University of Melbourne Michael K McLendon Vanderbilt University Anna Neumann Columbia University Brian Pusser University of Virginia Fabio Rojas Indiana University Daryl G Smith Claremont Graduate University William G Tierney University of Southern California and the late J Douglas Toma University of Georgia

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