






COACHE Survey Results

Spring 2019

Diversity in Faculty Hiring

<p>53%</p> <p>Believe search processes in their department generate a diverse candidate pool</p> 	 <p>43% Of underrepresented minority faculty</p> <p>56% Of Asian faculty</p> <p>54% Of White faculty</p>	 <p>60% Of male faculty</p> <p>47% Of female faculty</p>
 <p>65% ◆</p> <p>Believe their department is successful at recruiting high-quality faculty members</p>	<p>54% ▼ Of underrepresented minority faculty</p> <p>66% ▲ Of Asian faculty</p> <p>67% ◆ Of White faculty</p>	<p>65% ◆ Of male faculty</p> <p>66% ◆ Of female faculty</p>
<p>58% ◆</p> <p>Believe their department is successful at retaining high-quality faculty members</p> 	<p>48% ◆ Of underrepresented minority faculty</p> <p>59% ▲ Of Asian faculty</p> <p>59% ◆ Of White faculty</p>	<p>62% ◆ Of male faculty</p> <p>54% ◆ Of female faculty</p>

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What Has Been Done

In response to the 2016 survey results, a number of steps have been taken by the Office of the Provost in collaboration with partners across the University to enhance our faculty search processes:

- Undertaking systematic efforts to understand the [racial](#) and [gender](#) profile of our faculty in relation to our peer universities.
 - Hosting annual professional development workshops for faculty and chairs including sessions on [implicit bias](#), [recruiting diverse faculty](#), and [strengthening decision making processes](#).
 - Development of [concrete guidelines](#) for developing and implementing a fair and robust search.
 - Introduction of a required [process checklist](#) for all faculty searches.
 - Creation of [Provost's Diversity Institute for Faculty Development](#) to provide faculty the opportunity to enhance their awareness and understanding of diversity.
 - Launching the [Faculty Diversity Initiative](#) and [LatinX](#) hiring initiatives to encourage chairs and their leaders to work together to strengthen the diversity of their faculty and to provide financial support for those efforts.
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