



RUTGERS

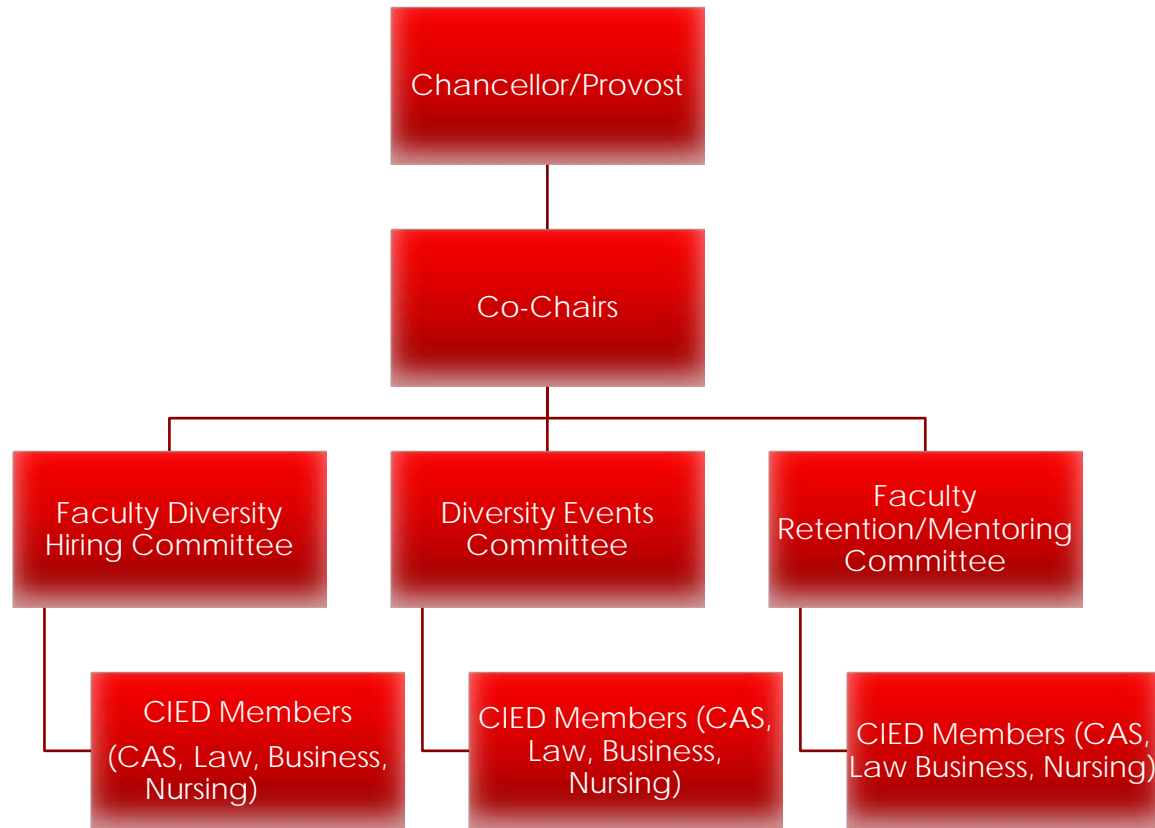
Chancellor's Committee on
Institutional Equity & Diversity



History of the CIED

- Established in 2010/11 by Chancellor Pritchett & Continued by Chancellor Haddon in 2014
- Charge to Assist the Chancellor in Improving Faculty Diversity
- Comprised of Members from each Unit/Department on Campus
- Early Accomplishments:
 - ✓ Annual Faculty Diversity Learning Events (Spring)
 - ✓ Regular Faculty Networking Events (Women/FOC)
 - ✓ Faculty Demographic Data Collection/Analysis
 - ✓ Reporting on Search Committee Faculty Hiring

Current Subcommittee Structure



CIED Recommendation Highlights (2015-2016)



- Departments/Units *must* submit a Diversity Recruitment/Hiring Plan prior to search approval
- Search/Hiring Committees *should* ensure racial and gender diversity among the pool of finalist for any FT, TT faculty hire
- *Prioritize* diverse faculty hiring in Psychology, Biology and Health Sciences due to the disparities in faculty/student diversity as well as low minority student persistence rates
- Give *consideration* to how staff might be included in existing diversity efforts



Recent CIED Efforts

- Workshop on *Tenure and Time Management: How to Manage Your Time So You Can Publish Prolifically and Have a Life beyond the Ivory Tower*
- CIED Mini-Grants Program
- CIED Website
<http://www.camden.rutgers.edu/about/committee-institutional-equity-diversity>

Faculty Diversity Hiring Initiative



- University-wide FY17-FY21
- Increase number of diverse faculty across Rutgers
- Funding
- Outcomes
 - 2015 Poetry Pulitzer Prize Winner Gregory Pardlo, an RU-Camden alumnus, Fall 2016 as Assistant Professor of English and faculty member of the MFA Creating Writing Program

Faculty and Staff Diversity Efforts



- Faculty Diversity and Inclusion Work Plan
 - “Cast the net more widely”
 - Promote a climate of faculty diversity
 - Retain and nurture diverse faculty

- Staff Diversity and Inclusion Work Plan
 - Attract wider pool of qualified candidates
 - Fair and equitable interviewing process
 - Promote transparency, opportunity and equity
 - Encourage feedback through performance management
 - Provide opportunities to engage in a learning environment
 - Develop cultural sensitivity and diversity awareness

Faculty and Staff



*Number of Full-Time Faculty and Staff by Race/Ethnicity and Gender for Camden Chancellor Area
Academic Year 2015/2016*

	CAMDEN																				
	African American			Asian			Latino			White			Foreign			Other*			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
FACULTY																					
Tenure/Tenure Track																					
Professor	2	0	2	0	11	11	1	1	2	25	46	71	0	3	3	2	2	4	30	63	93
Associate Professor	1	2	3	2	11	13	1	0	1	16	21	37	5	2	7	3	1	4	28	37	65
Assistant Professor	4	1	5	1	3	4	0	3	3	15	13	28	6	9	15	12	10	22	38	39	77
Total	7	3	10	3	25	28	2	4	6	56	80	136	11	14	25	17	13	30	96	139	235
Not Tenure/Tenure Track																					
Professor	0	0	0	0	0	0	0	0	0	6	3	9	0	0	0	1	0	1	7	3	10
Associate Professor	0	0	0	0	1	1	0	0	0	4	2	6	0	0	0	0	1	1	4	4	8
Assistant Professor	0	0	0	0	1	1	0	0	0	7	4	11	0	0	0	1	0	1	8	5	13
Instructor	0	0	0	1	0	1	0	1	1	9	4	13	0	1	1	3	6	9	13	12	25
No Academic Rank	0	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	1	2
Total	0	1	1	1	2	3	0	1	1	27	13	40	0	1	1	5	7	12	33	25	58
TOTAL FACULTY	7	4	11	4	27	31	2	5	7	83	93	176	11	15	26	22	20	42	129	164	293
PERCENTAGE	5.4	2.44	3.8	3.1	16.5	10.6	1.6	3.0	2.4	64.3	56.71	60.1	8.5	9.15	8.9	17.1	12.2	14.3	100.0	100	100.0
STAFF																					
Management**	0	0	0	0	2	2	0	0	0	6	7	13	0	0	0	1	0	1	7	9	16
Librarian***	7	3	10	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3	9	4	13
Professional	27	12	39	2	3	5	28	3	31	88	57	145	0	0	0	47	15	62	192	90	282
Support/Other Staff	32	27	59	2	1	3	20	8	28	32	34	66	0	0	0	31	53	84	117	123	240
Unknown	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	1	1	2	3	1	4
TOTAL STAFF	66	42	108	4	6	10	48	11	59	128	98	224	0	0	0	82	70	152	328	227	555
PERCENTAGE	20.1	18.5	19.5	1.2	2.6	1.8	14.6	4.8	10.6	39.0	43.2	40.4	0.0	0.0	0.0	25.0	30.8	27.4	100.0	100.0	100.0

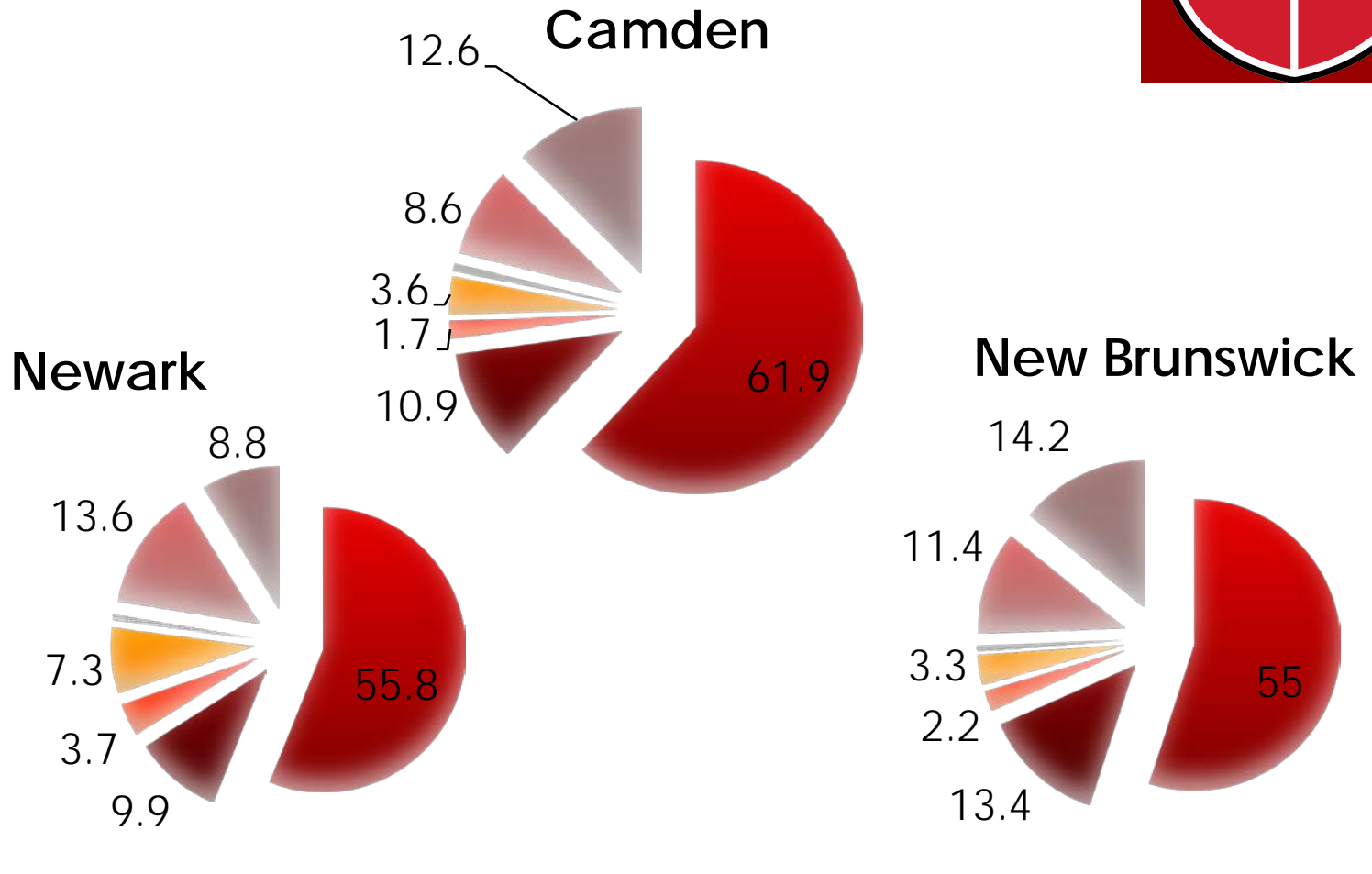
* Includes American Indian, Hawaiian, Two or More and Unknown

** Includes Management with faculty status

*** Includes Librarians with faculty status

Source: IPEDS 2015 Fall Staff Survey

Faculty (By Campus)



*2014 IPEDS Data from RU Dashboard