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

Chancellor/Provost

Co-Chairs

Faculty Diversity Hiring Committee
- CIED Members (CAS, Law, Business, Nursing)

Diversity Events Committee
- CIED Members (CAS, Law, Business, Nursing)

Faculty Retention/Mentoring Committee
- CIED Members (CAS, Law Business, Nursing)
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](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 Creativing 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**

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| STAFF                |        |      |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------------------|--------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|                      | 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 |
| Management**         | 0      | 0    | 0     | 0      | 2    | 2     | 0      | 6    | 7     | 13     | 0    | 0     | 1      | 0    | 1     | 7      | 9    | 16    |
| Librarian***         | 7      | 3    | 10    | 0      | 0    | 0     | 0      | 0    | 0     | 0      | 0    | 0     | 0      | 2    | 1     | 9      | 4    | 13    |
| Professional         | 27     | 12   | 39    | 2      | 3    | 5     | 28     | 31   | 57    | 88     | 57   | 145   | 47     | 15   | 62    | 192    | 90   | 282   |
| Support/Other Staff  | 32     | 27   | 59    | 2      | 1    | 3     | 20     | 8    | 28    | 32     | 34   | 66    | 31     | 53   | 84    | 117    | 123  | 240   |
| Unknown              | 0      | 0    | 0     | 0      | 0    | 0     | 0      | 0    | 0     | 0      | 0    | 0     | 0      | 1    | 1     | 3      | 1    | 4     |
| TOTAL STAFF          | 66     | 42   | 108   | 4      | 6    | 10    | 48     | 11   | 59    | 128    | 98   | 224   | 82     | 70   | 152   | 328    | 227  | 555   |
| PERCENTAGE           | 20.1   | 15.5 | 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  |

* 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)

Camden

- White: 12.6%
- APA: 8.6%
- Hispanic: 3.6%
- Af. Am.: 1.7%
- AI/NA: 10.9%
- 2+ Races: 8.6%
- Foreign: 3.3%
- Unknown: 1.7%

Newark

- White: 55.8%
- APA: 13.6%
- Hispanic: 7.3%
- Af. Am.: 3.7%
- AI/NA: 9.9%
- 2+ Races: 8.8%
- Foreign: 2.2%
- Unknown: 1.1%

New Brunswick

- White: 55%
- APA: 14.2%
- Hispanic: 11.4%
- Af. Am.: 3.3%
- AI/NA: 2.2%
- 2+ Races: 13.4%
- Foreign: 1.1%
- Unknown: 1.1%

*2014 IPEDS Data from RU Dashboard