OFDD and VPAA

September 30 2020
Professional Development opportunities for Faculty at Cornell addressing Campus Climate, Teaching, Recruitment and Retention

- **Office of Faculty Development and Diversity (OFDD)**
  - Depends on the lens: Effective search practices
  - Effective academic interviewing
  - Viewpoints on Tenure and Promotion
  - Best practices in hiring and recruitment
  - Best practices in mentoring
  - Resource to engage in conversations about race and anti racism

- **Cornell Interactive Theatre Ensemble (CITE)**
  - Hang in there and be tough (department-based program about classroom climate) ~30 departments

- **Center for Teaching Innovation (CTI)**
  - Teaching and learning in the diverse classroom (TLDC)
    - Learning Communities for Inclusive Teaching (CTI) run concurrently with TLDC.
  - Faculty Institute for Diversity (CTI) (on hold due to COVID)
  - Let's Get Real: Conversations about Diversity and Teaching (CTI, with Faculty and Staff Assistance Program)

- **Intergroup Dialogue Project (IDP)**
  - Building Connections with Dialogue
Initiatives related to increasing Faculty diversity

• Other hiring and Promotion changes
  • Hiring Accountability (2013; 2017 – linked to funding)
  • Contribution to Diversity Statement (2018)
  • Tenure project – explicit recognition of diversity (2019)
    • T&P workshop

• Funding
  • Provost Faculty Fellow
  • Bridge Funding
  • Faculty Diversity Award
  • Small Group Mentoring Grant
  • NCFDD funding for Faculty Success Program

• Pipeline to the Faculty
  • Pipeline tool
  • Summit (to preview Cornell to underrepresented advanced Ph.D. and Postdocs)
  • Cornell Presidential Post-Doctoral Fellowship Program

• Retention (Climate and Community)
  • Monthly get togethers
  • Exit interviews

• Meeting times and parental leave attestation
Dynamics of overall Faculty Demographics

Academic Year

Percent

82/83 92/93 02/03 12/13 19/20

Majority

Female

All Min
Dynamics of overall URM Faculty Demographics (2009/10-2019/20 last 10 years)

- URM faculty increase in number by **41 (41.4%)**
- ALL Cornell faculty increase by **38 (2.5%)**
- Nationally URM PhDs increase in number by **21.6%**
## Proportion of Women at Cornell

<table>
<thead>
<tr>
<th></th>
<th>2001</th>
<th>2006</th>
<th>2012</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>352</td>
<td>408</td>
<td>448</td>
<td>575</td>
</tr>
<tr>
<td>Male</td>
<td>1199</td>
<td>1225</td>
<td>1134</td>
<td>1109</td>
</tr>
<tr>
<td>Total</td>
<td>1551</td>
<td>1633</td>
<td>1582</td>
<td>1684</td>
</tr>
</tbody>
</table>

| Proportion women | 23% | 25% | 28% | 34% |

Change in proportion Women: 8.7% in 5 years, 12% in 6 years, 21.4% in 7 years.
New Faculty appointments by gender and STEM/Non-STEM

*University incentives announced
## Faculty by Race and Ethnicity (2001-2019)

<table>
<thead>
<tr>
<th></th>
<th>2001</th>
<th>2006</th>
<th>2012</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Underrepresented</td>
<td>79</td>
<td>(+17) 96</td>
<td>(+8) 104</td>
<td>(+40) 144</td>
</tr>
<tr>
<td>minority US</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Minority (US)</td>
<td>92</td>
<td>(+16) 108</td>
<td>(+29) 137</td>
<td>(+63) 200</td>
</tr>
<tr>
<td>International</td>
<td>69</td>
<td>100</td>
<td>62</td>
<td>96</td>
</tr>
<tr>
<td>White or unknown</td>
<td>1311</td>
<td>1329</td>
<td>1262</td>
<td>1241</td>
</tr>
<tr>
<td>Proportion Underrepresented</td>
<td>5.1%</td>
<td>5.9%</td>
<td>6.6%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Proportion Other minority</td>
<td>5.9%</td>
<td>6.6%</td>
<td>8.8%</td>
<td>11.9%</td>
</tr>
<tr>
<td>Proportion International</td>
<td>4.4%</td>
<td>6.1%</td>
<td>4.0%</td>
<td>5.7%</td>
</tr>
<tr>
<td>Proportion White</td>
<td>84.5%</td>
<td>81.4%</td>
<td>80.6%</td>
<td>73.8%</td>
</tr>
</tbody>
</table>

**Change in proportion Underrepresented (Other Minority)**

- In 5 years: 15.7% (11.9%)
- In 6 years: 11.9% (33.3%)
- In 7 years: 30.3% (35.2%)
Ranked professor compositional diversity

Diversity of Ranked Professors
Rank: (All)

- New Fall 2019: 47.0% Women, 53.0% Men
- All Fall 2019: 34.1% Women, 65.9% Men
- All Fall 2018: 33.4% Women, 66.6% Men
- All Fall 2017: 32.6% Women, 67.4% Men

Select Rank
(All)

- Women
- Men

Underrepresented Minority (U.S.)
- New Fall 2019: 16.7%
- All Fall 2019: 8.6%
- All Fall 2018: 8.1%
- All Fall 2017: 8.2%

Other Minority (U.S.)
- New Fall 2019: 10.6%
- All Fall 2019: 11.9%
- All Fall 2018: 11.3%
- All Fall 2017: 11.2%

Unknown (U.S.)
International (any race/ethnicity)
White (U.S.)

OFOICE OF
Faculty Development
and Diversity
Ranked assistant professor compositional diversity
Ranked associate professor compositional diversity
Ranked full professor compositional diversity
Contacts:

Avery August, Vice Provost for Academic Affairs
vpaa@cornell.edu

Yael Levitte, Associate Vice Provost for Faculty Development and Diversity
yael.levitte@cornell.edu

Provost’s Office of Faculty Development and Diversity
5-6867; ofdd@cornell.edu

facultydevelopment.cornell.edu