

# **Annual Report for Faculty Development, Diversity and Equity Committee (FDDE) 2011 Annual Report**

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**Prepared by Jennifer Duncan, Chair**

**Faculty Development, Diversity and Equity Committee  
Annual Report, April 2011**

## **INTRODUCTION**

### **Faculty Code Description 402.12.8 Faculty Diversity, Development, and Equity Committee**

The duties of the Faculty Diversity, Development and Equity Committee are to collect data and identify and promote best practices for faculty development, mentoring, and work environment to facilitate the success of diverse faculty at all career levels; provide feedback and advocate processes for faculty recruitment, promotion, and retention that promote diversity, fair pay standards, and work/life balance for the faculty; report on the status of faculty development, mentoring, diversity, and equity; and make recommendations for implementation.

The membership, election, and appointment of members; term of members; officers; and meetings and quorum of the Diversity, Development, and Equity Committee shall be parallel to those of the Academic Freedom and Tenure Committee, as stated in Policies 402.12.3(2) through 12.3(5).

<b>Committee Members 2010-2011</b>	<b>Term Ends</b>
Jennifer Duncan, Library, Chair	2011
Maria Cordero, HASS	2011
Sherry Mark, Education	2011
Christopher Neale, Engineering	2011
Alison Cook, Business	2012
Donna Carter, Extension	2012
Nick Morrison, Faculty Senate Rep.	2012
Reza Oladi, Agriculture	2012
Karen Mock, Natural Resources	2012
Lucy Degadillo, Faculty Senate	2013
Virginia Exton, RCDE (English)	2013
Lyle Holmgren, Faculty Senate	2013
Susanne Janecke, Science	2013
Alexa Sand, Arts	2013

**Meeting Dates 2009-2010**

September 1, 2010

October 6, 2010

December 1, 2010

January 12, 2011

February 2, 2011

March 17, 2010 (minutes to be approved in April)

April 13, 2010 (scheduled)

Minutes attached at the conclusion of the report detail work of the committee

**ISSUES COVERED DURING 2010-2011:**

As charged, FDDE attaches data on the status of women and ethnic minority faculty members at USU as Appendices 1-7.

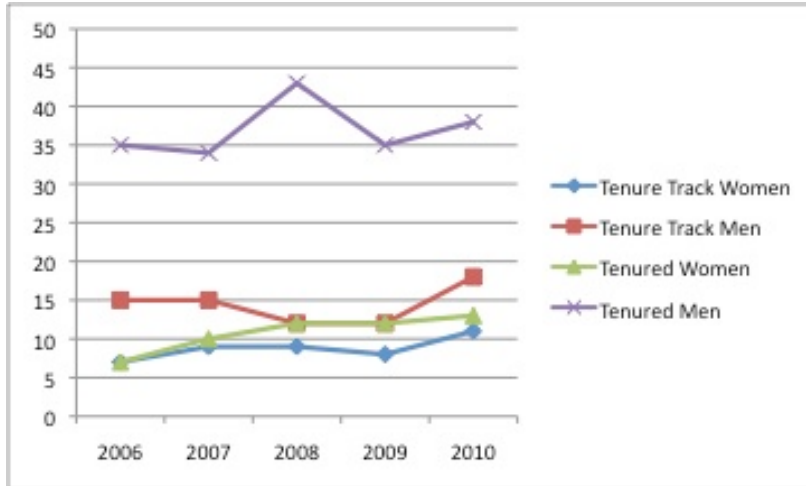
Following up on what we learned in 2009-2010 about the limits of AA/EO when it comes to serving as an advocacy office, this year the committee decided to explore other options for promoting issues related to diversity on the USU campus. Initially FDDE explored the possible creation of or participation a survey to determine what diversity issues were of greatest concern to our faculty. In January, we put forward a proposal to Faculty Senate Executive Committee asking for Senate support in seeking funding for participation in the national HERI survey to help us understand faculty priorities related to diversity and other campus climate issues. Due to concerns raised in Faculty Senate Executive Committee and in further discussions with Provost Coward (specifically, relating to the length of the instrument and previous response rates both at USU and other institutions), this proposal did not move forward.

In March we also put forward a proposal to Faculty Senate Executive Committee suggesting the development of an administrative unit responsible for all diversity initiatives at Utah State. That initiative is still under discussion and we are continuing to make revisions to the proposal. We are scheduled to meet with James Morales of the Diversity Council and have also requested a meeting with President Albrecht to gain insight into his vision for diversity initiatives on campus.

Finally, we also spent some time early in the year discussing the matter of lactation rooms on the USU campus. This issue did not move forward to Faculty Senate Executive Committee, but future members of FDDE may want to revisit this matter and a letter endorsed by all members of the 2010-2011 committee. The committee became increasingly involved in the diversity initiative discussed above and we did not the obtain endorsement of Exec or Senate to move forward with this matter.

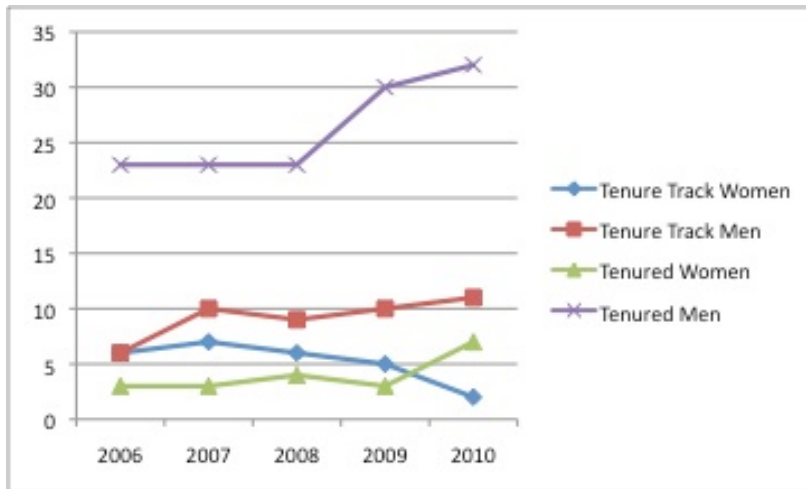
**Appendix 1: Faculty Gender by Tenure Status by College, 2006-2010 (data derived from AAA raw numbers in Appendix 2)**

**College of Agriculture**



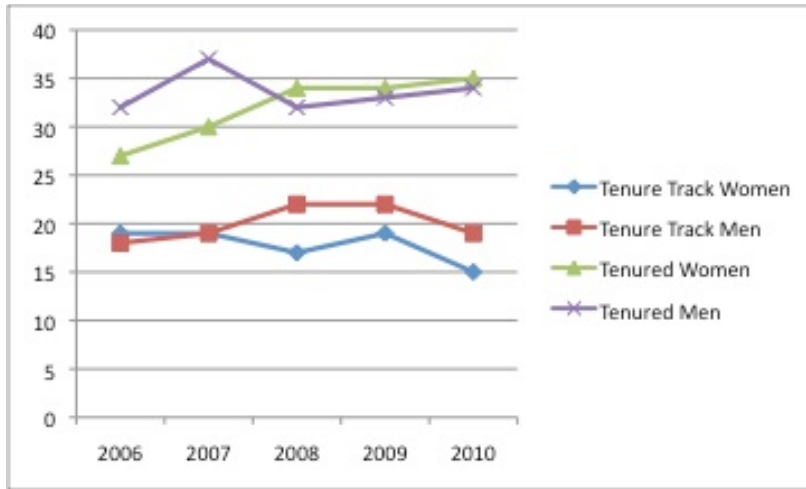
2006		2007		2008		2009		2010	
F	M	F	M	F	M	F	M	F	M
14	50	19	49	21	55	20	47	24	56
21.88%	78.13%	27.94%	72.06%	27.63%	72.37%	29.85%	70.15%	30.00%	70.00%

**Jon M. Huntsman College of Business**



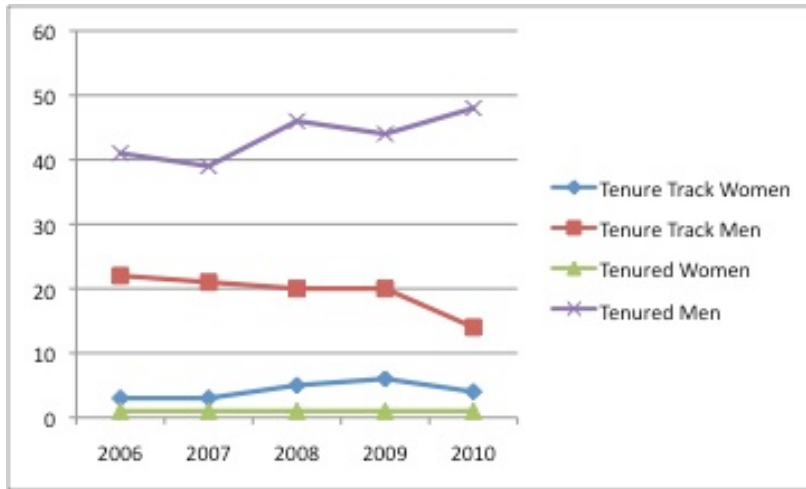
2006		2007		2008		2009		2010	
F	M	F	M	F	M	F	M	F	M
9	29	11	33	9	39	9	42	9	43
23.68%	76.32%	25.00%	75.00%	18.75%	81.25%	17.65%	82.35%	17.31%	82.69%

**Emma Eccles Jones College of Education**



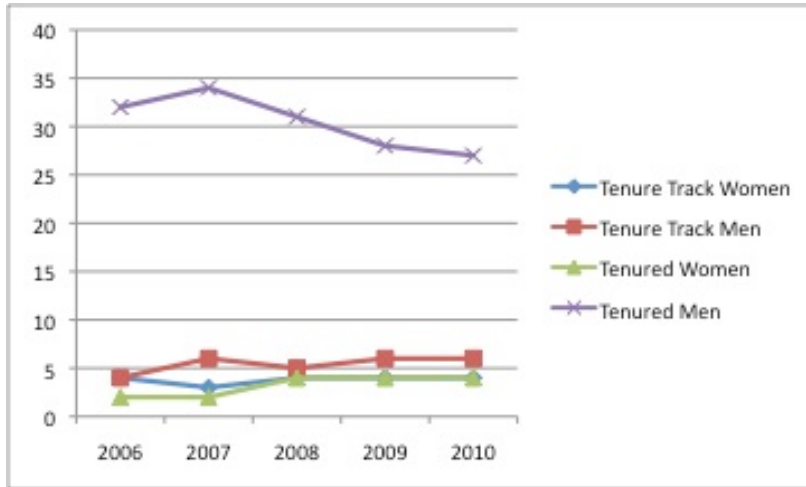
2006		2007		2008		2009		2010	
F	M	F	M	F	M	F	M	F	M
46	50	49	56	51	54	53	55	50	53
47.92%	52.08%	46.67%	53.33%	48.57%	51.43%	49.07%	50.93%	48.54%	51.46%

**College of Engineering**



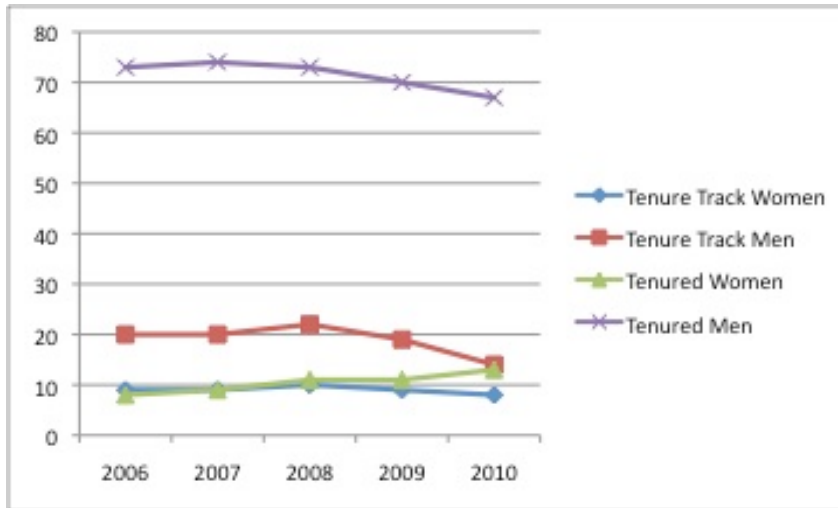
2006		2007		2008		2009		2010	
F	M	F	M	F	M	F	M	F	M
4	63	4	60	6	66	7	64	5	62
5.97%	94.03%	6.25%	93.75%	8.33%	91.67%	9.86%	90.14%	7.46%	92.54%

College of Natural Resources—AAA Data from 2010



2006		2007		2008		2009		2010	
F	M	F	M	F	M	F	M	F	M
6	36	5	40	8	36	8	34	8	33
14.29%	85.71%	11.11%	88.89%	18.18%	81.82%	19.05%	80.95%	19.51%	80.49%

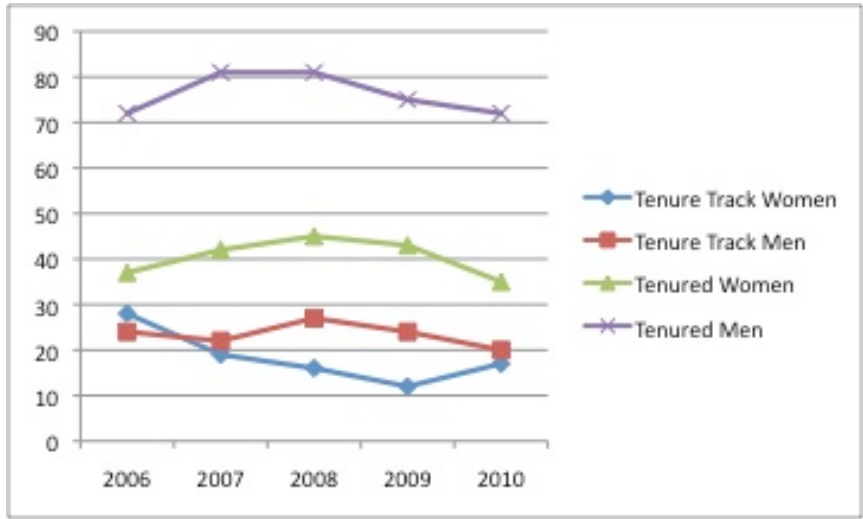
College of Science



2006		2007		2008		2009		2010	
F	M	F	M	F	M	F	M	F	M
17	93	18	94	21	95	20	89	21	81
15.45%	84.55%	16.07%	83.93%	18.10%	81.90%	18.35%	81.65%	20.59%	79.41%

**College of Humanities and Social Sciences combined with Caine College of the Arts**

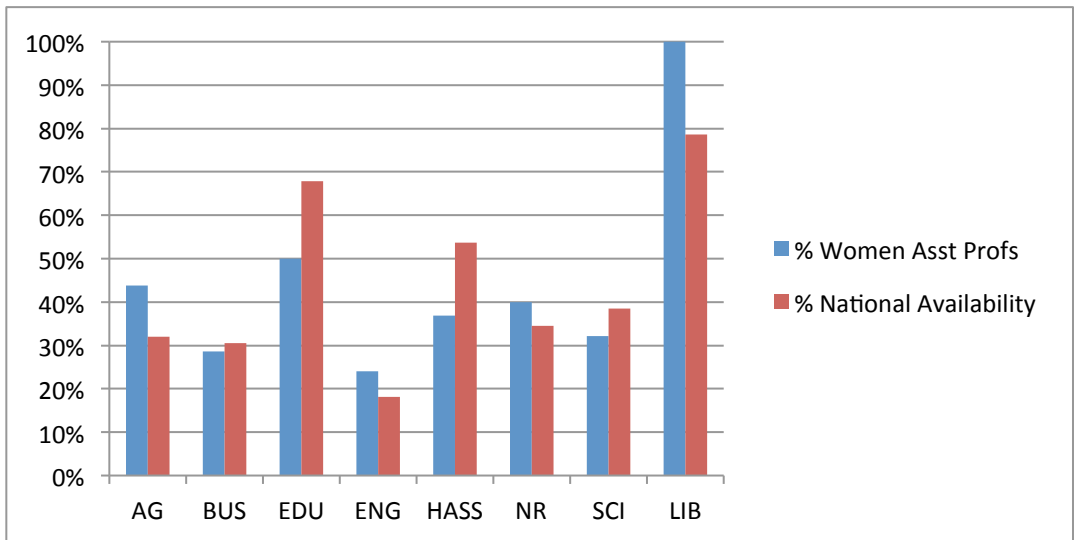
*Note: The Caine College formed at the beginning of FY201; however with only one year of data, it seems to make sense to merge the totals for another year or two so that trend lines can develop.*



2006		2007		2008		2009		2010	
F	M	F	M	F	M	F	M	F	M
65	96	61	103	61	108	55	99	52	92
40.37%	59.63%	37.20%	62.80%	36.09%	63.91%	35.71%	64.29%	36.11%	63.89%

**Tenure Track Asst. Prof. Compared to National Availability for all Colleges during 2009**

*Note: These data represent the percentage of assistant professors within departments included in the colleges (from AAA) as compared to newly minted Ph.D.s in those same disciplines (obtained from AA/EO). AA/EO obtains their numbers from the Survey of Earned Doctorates and compiles it with U.S. Census data. This year the delivery of the data has been delayed. Unfortunately, these updated data are not available to report from the AA/EO office for 2010 as of the deadline for submitting the annual report, however Stacy Sturgeon in the AA/EO office has indicated that there should not be much change in the availability numbers.*



Percentage of Women Faculty by College (all ranks), 2006-2010

COLLEGE (group)	2006 %F	2007 %F	2008 %F	2009 %F	2010 %F	average by college
College Of Agriculture	21.9	27.9	27.6	29.9	30.0	27.46
Jon M Huntsman School of Business	23.7	25.0	18.8	17.6	17.3	20.48
E Eccles Jones Coll of Ed & Hum Svs	47.9	46.7	48.6	49.1	48.5	48.15
College Of Engineering	6.0	6.3	8.3	9.9	7.5	7.58
College Of Humanities, Arts & Social Sciences	40.4	37.2	36.1	35.7	N/A	37.34
College Of Natural Resources	14.3	11.1	18.2	19.0	19.5	16.43
College Of Science	15.5	16.1	18.1	18.3	20.6	17.71
Cooperative Extension	41.1	39.0	42.3	41.4	43.5	41.45
Regional Campuses & Distance Educ	50.0	31.3	40.0	43.5	42.1	41.37
Grand Total	664	694	727	684	672	688.20
<b>University wide percent female faculty in tenure-track roles</b>	29.1	28.4	29.8	30.1	30.4	