

Appendix B

Affirmative Action Report, Faculty November, 2008

I. Hiring profile for 2008–09

- a) This profile for new hires excludes teaching fellows (8), adjuncts (19, not including music performance), and physical education faculty hires (3), following the IPEDS¹ survey procedures for race/ ethnicity data (see below).
- b) Given the above, for the 2008–09 academic year we made 47 faculty appointments; 7 tenure-track and 40 full-time visiting positions were filled.
- c) Of the 40 visiting faculty, 23 (57.5%) were women; of the 7 tenure-track faculty, 3 (43%) were women.
- d) Of the 40 visiting faculty, 12 (30%) were of non-white race/ ethnicities (i.e., faculty of color), of the 7 tenure-track faculty, 5 were faculty of color (71%).

II. Analysis by race/ ethnicity

- a) Hamilton IPEDS data for Fall '08 is presented in Table 1. The percentage of all faculty of color is 19%; after White, non-Hispanic, the largest race/ethnicity category is Asian/Pacific Islander, followed by Black, non-Hispanic; Hispanic; and American Indian/ Alaskan Native categories.
- b) The Hamilton IPEDS data from the last five years (Fig. 1) show a marked percentage increase in all faculty of color categories over that time period. In the past year, there has been a considerable increase in Hispanic category (2.1–4%), and slight decreases in Black, non-Hispanic and Asian/ Pacific Islander category percentages (0.2–0.5%). Note that each percentage point represents about two faculty members.
- c) The annual Survey of Earned Doctorates (SED)² provides information on US doctorate recipients for most disciplines, and thus a perspective of the potential pool of applicants for faculty searches. Comparing data for doctorate recipients of color nationally with tenured and tenure-track faculty of color at Hamilton (Fig. 2), based on the broad disciplinary categories defined by the SED, shows the percent faculty of color at Hamilton above the 2006 national pool in humanities, roughly equal within the social sciences, and below the national pool in the sciences. Note that the percentage of doctorates of color has doubled between 1986 and 2006 (all fields).
- d) Faculty retention by race/ ethnicity was examined by comparing hires and departures for each annual cohort since 1998 (11-year totals: Tables 3, 4). Percentages of hires and departures for faculty of color are similar to those for White, non-Hispanic faculty, though differ slightly among constituent categories. Among faculty of color who are retained, most are still on the tenure track; of those who departed, most belonged to the Hispanic reporting category (Table 5).
- e) NESCAC institutions (excl. Tufts) can only be compared for Fall 2007, the most recent data set available (biennial survey; 2009 data available Spring 2010). Based on 2007 data (Table 6), Hamilton ranked second among this peer group for percentage faculty of color; Hamilton was above the peer-group average for all constituent categories except the Hispanic category. Hamilton data for 2008 shows considerable increases in both Hispanic and overall faculty of color categories, the former approaching the 2007 peer average.

¹ IPEDS = Integrated Postsecondary Education Data System, the federal government's data collection system. The system includes a wide range of surveys including enrollment, graduation rates, admissions, and other institutional characteristics; additionally collects data on finances, financial aid, and human resources, including faculty and non-faculty counts, salaries, and benefits. Data include all full-time faculty, but without reference to rank (G. Hewitt).

² Hoffer, T.B. et al. (2007). *Doctorate recipients from United States Universities: Summary Report 2006*. Chicago: National Opinion Research Center. 204 pp. (The report gives the results of data collected in the Survey of Earned Doctorates, conducted for six federal agencies, NSF, NIH, USED, NEH, USDA, and NASA, by NORC).

Table 1. Full-time faculty count and percentage by race/ ethnicity/ resident status and sex at Hamilton, Fall 2008 (IPEDS).

	Female		Male		Total	
	Count	Overall %	Count	Overall %	Count	Overall %
American Indian/ Alaskan Native	1	0.5	0	0.0	1	0.5
Asian/ Pacific Islander	11	5.5	8	4.0	19	9.5
Black, non-Hispanic	2	1.0	8	4.0	10	5.0
Hispanic	5	2.5	3	1.5	8	4.0
Sub-total	19	9.5	19	9.5	38	19.0
White, non-Hispanic	66	33.0	95	47.5	161	81.4
Non-Resident Alien	1	0.5	0	0	1	0.5
Total	86	43.0	114	57.0	200	100

Fig. 1. Percentage of full-time faculty by race/ ethnicity at Hamilton since 2004; White, non-Hispanic excluded (range: 80.2–82.9%) (IPEDS).

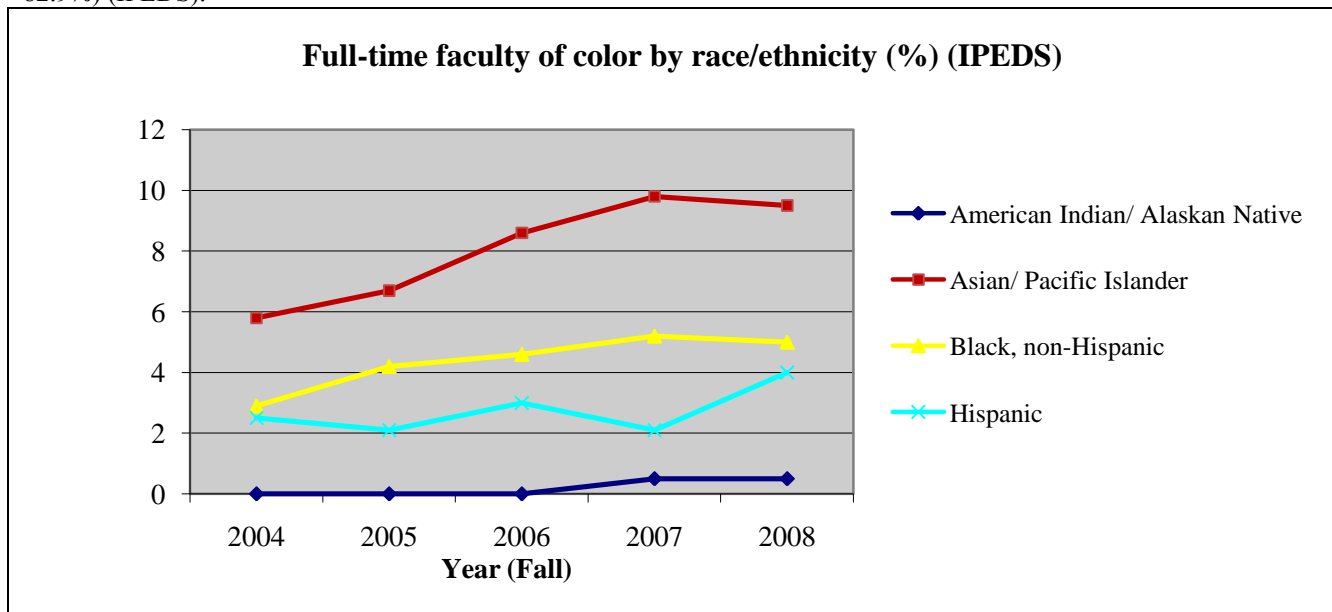


Fig. 2. Percentage of faculty of color among tenured and tenure-track Hamilton faculty and among US earned doctorates, by broad discipline as defined by Survey of Earned Doctorates (2006).

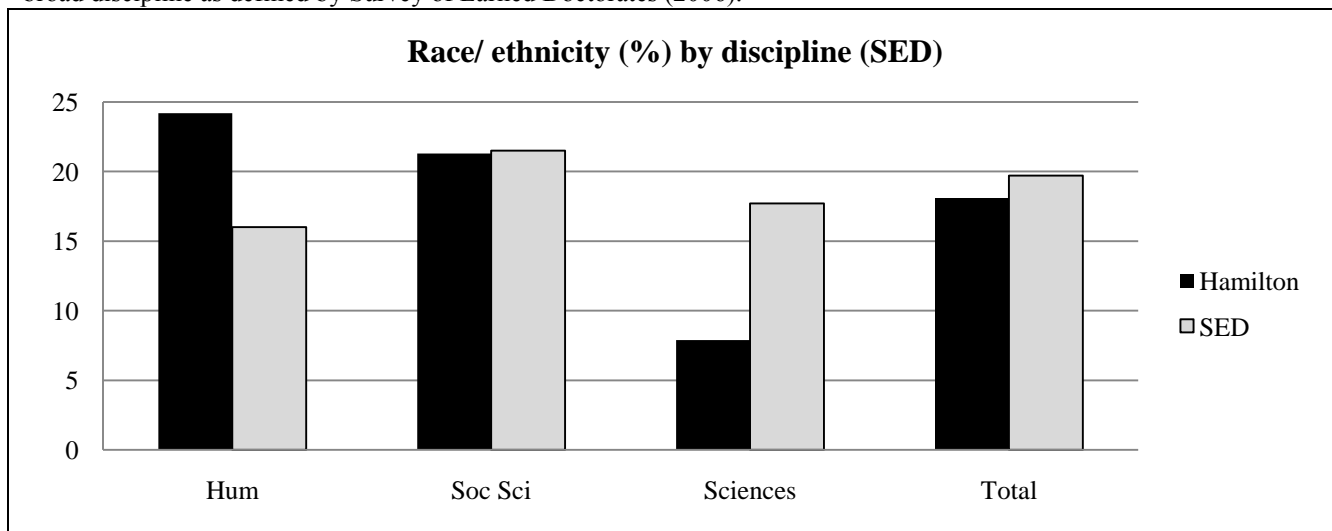


Table 3. Hires, 1998–2008, by race/ethnicity.

Total new hires	81
Asian/ Pacific Islander	14 17.3%
Black, non-Hispanic	8 9.9%
Hispanic	11 13.6%
Native American/ Alaskan Native	1 1.2%
<i>Faculty of Color</i>	34 42.0%
White, non-Hispanic	47 58.0%

Table 4. Departures, 1998–2008, by race/ethnicity.

Total departures	24
Asian, Pacific Islander	3 12.5%
Black, non-Hispanic	3 12.5%
Hispanic	5 20.8%
Native American/ Alaskan Native	n/a n/a
<i>Faculty of Color</i>	11 45.8%
White, non-Hispanic	13 54.2%

Table 5. Hires and departures, 1998–2007, by race/ethnicity and tenure status.

	Asian, Pacific Islander	Black, non- Hispanic	Hispanic	Native American, Alaskan Native	<i>Faculty of Color</i>	White, non- Hispanic	Totals
Left with tenure	0 0.0%	2 28.6%	0 0.0%	0 0.0%	2 6.9%	3 6.7%	5 6.8%
Left w/o tenure	3 23.1%	1 14.3%	5 62.5%	0 0.0%	9 31.0%	10 22.2%	19 25.7%
Tenured	4 30.8%	1 14.3%	1 12.5%	0 0.0%	6 20.7%	16 35.6%	22 29.7%
Still on tenure-track	6 46.2%	3 42.9%	2 25.0%	1 100.0%	12 41.4%	16 35.6%	28 37.8%
Totals	13 100%	7 100%	8 100%	1 100%	29 100%	45 100%	74 100%

Table 6. Percentages of full-time faculty by race/ethnicity at NESAC institutions (excl. Tufts), Fall 2007 (IPEDS). Sorted by the *Faculty of Color* column.

Institution	American Indian/ Alaskan Native	Asian/ Pacific Islander	Black, non- Hispanic	Hispanic	<i>Faculty of Color</i>	White, non- Hispanic	Non- Resident Alien	Unknown
Amherst	0.0	11.1	4.8	5.8	21.7	77.9	0.5	0.0
Hamilton	0.5	9.8	5.2	2.1^a	17.5^b	81.4	1.0	0.0
Trinity	0.6	5.6	5.0	5.6	16.8	81.0	2.2	0.0
Williams	0.0	7.4	3.7	5.6	16.7	77.0	6.3	0.0
Connecticut	0.5	7.2	2.6	5.6	15.9	84.1	0.0	0.0
Wesleyan	0.0	6.2	4.9	3.7	14.8	77.2	0.6	7.4
Bates	0.0	6.4	6.4	1.9	14.7	77.6	4.5	3.2
Bowdoin	0.0	6.5	2.2	4.3	13.0	79.5	5.4	2.2
Colby	0.0	4.8	3.0	4.8	12.6	82.0	2.4	3.0
Middlebury	0.0	5.0	1.9	3.1	10.0	75.4	2.7	11.9
Average	0.2	7.0	4.0	4.2	15.4	79.3	2.6	2.8

^aValue for 2008 = 4%. ^bValue for 2008 = 19%.

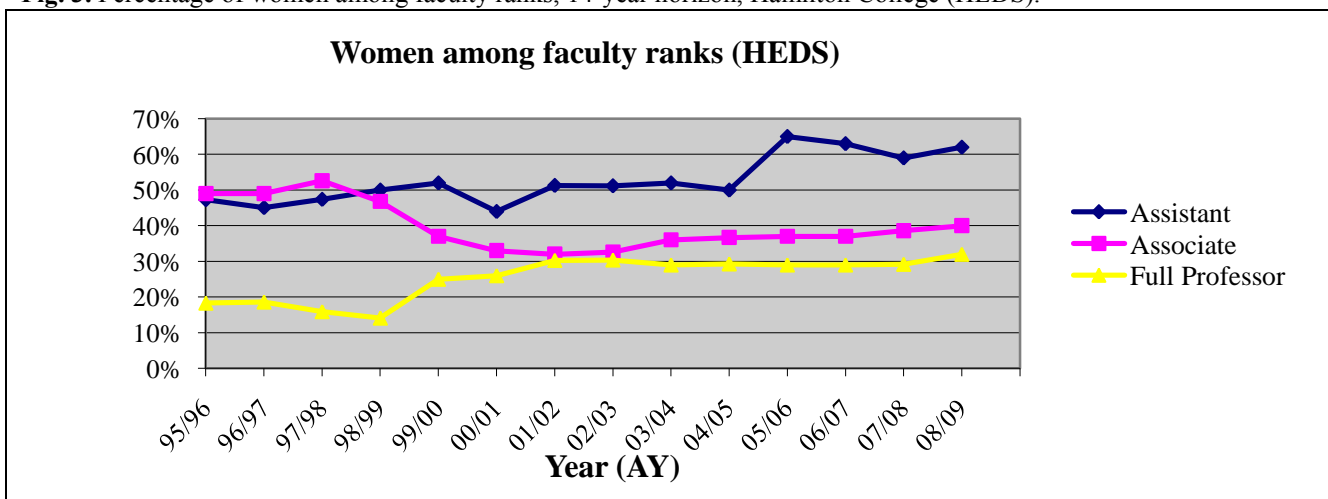
III. Analysis by sex

- a) From HEDS³ data for 2008/09 (Table 7), the percentage of women has increased 1–3% in each tenured/ tenure track faculty rank over the past year.
- b) Over a 14-year horizon (Fig. 3), the current data continue the elevated percentage at the Assistant Professor rank over the last four years. There is a sharp disparity between Assistant and Associate ranks, stretching back to 1999/00, when a marked shift from Associate to Full ranks occurred over a two-to-three-year period. Since then, the Associate rank percentage has been gradually increasing.
- c) Data from the annual Survey of Earned Doctorates (SED) the percentage of tenured and tenure-track female faculty at Hamilton (Fig. 4), is below the level of 2006 female doctoral recipients nationally, more so in the social sciences and sciences than the humanities. Note that the percentage of female doctorates has increased from 20% in 1976 to 45.1% in 2006 (all fields).
- d) Faculty retention by sex was examined by comparing hires and departures for each annual cohort since 1998 (11-year totals: Tables 8, 9). Percentages of hires and departures for males and females are similar. Among those retained, a higher percentage of males have received tenure, with more females still on the tenure track (Table 10); contributing factors include the higher number of females hired in the last four years and delay to tenure due to maternity leave.
- e) NESCAC colleges (excl. Tufts) can only be compared for 2007/08 (Table 11) (annual survey; 2008/09 data available Spring 2009). Based on 2007/08 data, Hamilton was slightly below the NESCAC Full Professor average (ranked 6/10), considerably below the Associate Professor average (ranked 9/10, one up from last year), and considerably above the Assistant Professor average (ranked 2/10). Percent tenured women is slightly below the NESCAC average.

Table 7. Percent women among faculty ranks 2008/09, Hamilton College (HEDS/AAUP).

Rank	2006/07	2007/08	2008/09
Assistant Professor	63	59	62
Associate Professor	37	39	40
Full Professor	29	29	32

Fig. 3. Percentage of women among faculty ranks, 14-year horizon, Hamilton College (HEDS).



³ HEDS = Higher Education Data Sharing Consortium, a consortium of about 150 private colleges, mostly liberal arts, who share data on a range of topics. They share standard data, such as enrollment and admissions data, and also develop and administer surveys, including a senior survey (which we use) and an alumni survey. Data include sex and faculty rank, but not race/ ethnicity, for all faculty. Does not include visitors serving as replacements; Hamilton data includes term positions. (G. Hewitt)

Fig. 4. Percentage of females among tenured and tenure-track Hamilton faculty at Hamilton faculty and among US earned doctorates, by SED disciplines (2006).

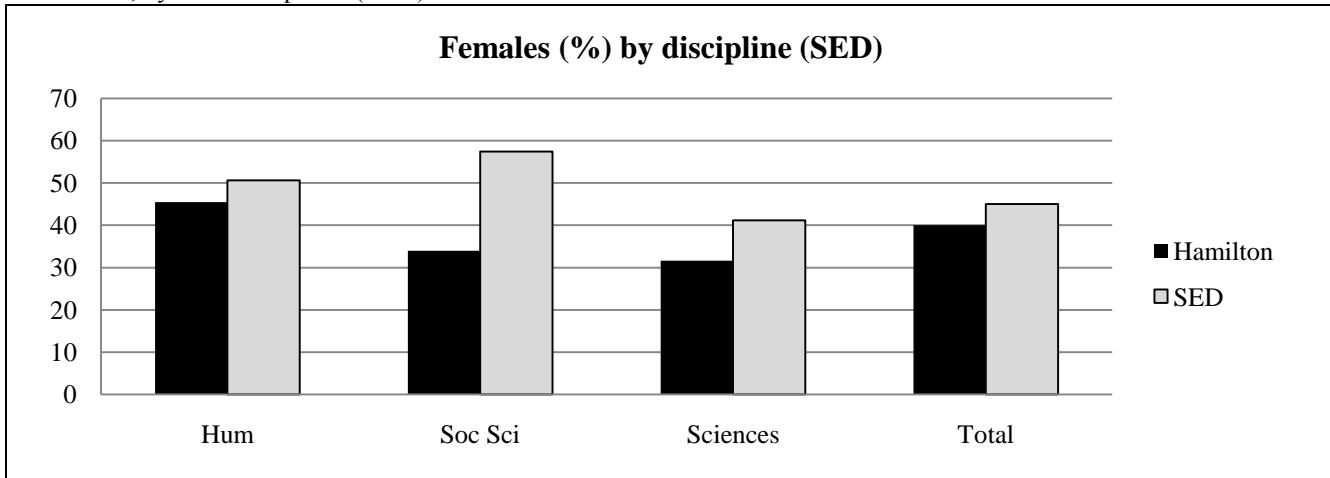


Table 8. Hires, 1998–2008, by sex.

Total new hires	81
Female	46 56.8%
Male	35 43.2%

Table 9. Departures, 1998–2008, by sex.

Total departures	24
Female	14 58.3%
Male	10 41.7%

Table 10. Hires and departures, 1998–2007, by sex.

	F	M	Total
Left with tenure	2 4.8%	3 9.4%	5 6.8%
Left w/o Tenure	12 28.6%	7 21.9%	19 25.7%
Tenured	9 21.4%	13 40.6%	22 29.7%
Still on Tenure-Track	19 45.2%	9 28.1%	28 37.8%
Total	42	32	74

Table 11. Percentages of permanent full-time and tenured female faculty members among ranks at NESCAC colleges, 2007/08 (HEDS). Hamilton data for 2008/09 in brackets.

Institution	Tenured	Professors	Associate Professors	Assistant Professors
Amherst	36.3	34.0	47.4	38.9
Bates	39.6	29.5	51.2	61.1
Bowdoin	43.2	38.6	47.3	54.5
Colby	39.8	33.8	54.3	52.1
Connecticut	40.2	33.8	51.3	44.7
Hamilton	33.9 (34.4)	29.2 (32.1)	38.6 (40.0)	59.0 (62.1)
Middlebury	30.7	26.1	37.5	47.1
Trinity	36.4	18.3	52.4	41.2
Wesleyan	31.1	24.6	46.3	49.2
Williams	36.8	32.8	51.4	51.3
Average	36.8	30.8	47.8	49.9

IV. Recruitment practices/ initiatives

- a) During the 2008-09 academic year, 6 tenure-track, 4 term, and an as yet undetermined number of full-time visitor searches (leave replacement, teaching postdoc, visiting chair) are taking place.
- b) Affirmative action report now includes historical & comparative data, which will hopefully engender discussion and consideration of diversity issues in faculty hiring.
- c) The Associate Dean for Diversity Initiatives (ADDI), Steve Yao, continues to engage with tenure-track and term search committees, which aims to bring a specific focus on diversity in the hiring process.
- d) Position announcements now include a statement regarding our membership in HERC⁴, as well as our Affirmative Action statement.
- e) Open-rank searches, for the purpose of increasing diversity of the candidate pool, is an option, and being pursued in some searches this year.
- f) The Dean of Faculty office encourages advertising positions through media targeted to minorities, and proactive outreach to graduate programs to recruit candidates.
- g) The Dean of Faculty office will be urging completion of Faculty Recruiting Reports, and reviewing the efficacy of current reporting on recruitment. The SED report is available at <http://www.norc.org/projects/survey+of+earned+doctorates.htm>, and provides the opportunity to more closely assess our candidate pools in terms of race/ ethnicity and sex. DOF will provide departments with doctorate recipient/ potential candidate pool data in specific fields of tenure-track and term searches, and data on pools from recent searches if available, to help assess success in building candidate pools.

V. Retention practices/ initiatives

- a) The retention report provided here for first time will hopefully engender discussion and consideration of retention issues for faculty.
- b) Exit interviews with departing faculty take place, and can provide insight on retention issues.
- c) The main concern revealed by the COACHE⁵ Tenure-Track Faculty Job Satisfaction Survey in 2005/06 was lack of clarity of tenure expectations. Changes in the annual review process and development of departmental tenure guidelines have been instituted to address this. The follow-up survey is currently underway.
- d) The external mentoring program for junior faculty is now administered by ADDI, Steve Yao.
- e) Starting salaries were increased significantly last year, to improve our competitiveness in recruitment (see last year's report); comparative data for this year are not available until Spring.
- f) Numerous faculty development opportunities exist for early career faculty: start-up funds, course release for beginning teachers, conference and research travel, grant activity support, etc..
- g) Course release/ leaves are available for maternity, parental, and family disability needs.
- h) The ADDI, Steve Yao, has initiated the Faculty of Color Alliance. The FCA is a forum aimed at addressing concerns and meeting the professional challenges that face faculty of color, in particular at institutions like Hamilton. It provides social support and advice, such as informal gatherings and workshops on issues such as teaching and grants.

Respectfully submitted,
Pat Reynolds, Associate Dean of Faculty
(Affirmative Action Officer, Faculty)

⁴Higher Education Recruitment Consortium. Mission: "Through the sharing of information and resources, the Upstate New York HERC aims to support member institutions in attracting outstanding faculty, administrators, and staff." "Of particular interest to the Upstate New York HERC is finding effective ways to assist the spouses and partners of faculty and staff to secure area employment and ways to address issues of faculty and staff diversity." (<http://www.upstatenyherc.org>)

⁵ The Collaborative on Academic Careers in Higher Education. Mission: a consortium of over 120 colleges and universities across North America committed to making the academic workplace more attractive and equitable for early-career faculty.