

Appendix E
Affirmative Action Report, Faculty
April 2011

I. 2010–11 hiring profile

- a) This profile for new hires excludes teaching fellows (5), adjuncts (3, not including music performance), and physical education faculty hires (3), following the IPEDS¹ survey procedures for race/ethnicity data.
- b) We made 25 new faculty appointments for the 2010–11 academic year: 5 tenure-track and 11 full-time visiting appointments (the rest were part-time visiting positions).
- c) The 11 full-time visiting hires included 6 female and 5 male faculty members, and the 5 tenure-track hires included 2 female and 3 male faculty members.
- d) Of the 11 visiting faculty, 1 (9%) was of non-white race/ethnicity (i.e., faculty of color), 5 (45.5%) were white, and 5 (45.5%) were non-residents; of the 5 tenure-track faculty, 2 (40%) were faculty of color and 3 (60%) were white. Please note that this year federal guidelines require us to report non-resident faculty members by their visa status (i.e., non-resident) as opposed to their racial/ethnic self-identification; consequently, some faculty members who might in the past have self-identified as faculty of color are now listed in the non-resident category.

II. Analysis by race/ ethnicity

- a) Hamilton IPEDS data for 2010-11 is presented in Table 1. The percentage of all faculty of color is 17.0%, down from 17.8% last year and from 19% in 2008-09. After White, non-Hispanic, the largest race/ethnicity category is Asian/Pacific Islander, followed by Black, non-Hispanic. The graph of Hamilton IPEDS data from the last five years (Fig. 1) shows a decline in the percentage of Asian faculty members over the last year and a relatively stable percentage of Black, Hispanic, and American Indian/Alaskan Native percentages. (Note the inclusion this year of multiracial as a new category under the faculty of color designation.)
- b) To further examine the overall decrease in the percentage of faculty members of color over the last year, the percentages for all faculty and for tenured/tenure-track faculty are compared in Fig. 2. This figure shows that although the overall percentage of faculty members of color has decreased, that of tenured/tenure-track faculty of color has increased. Since Hamilton instituted more stringent leave replacement policies in 2008, the number of new full-time visiting replacements has decreased significantly (from 40 in 2008-09 to 25 in 2009-10 to 11 in 2010-11). Considering that the percentage of doctorates of color has more than doubled between 1986 and 2008 (Survey of Earned Doctorates [SED]²), visiting faculty hires provide significant access to the current pool of doctorates of color, and thus the number of visiting faculty we hire significantly influences the percentage of faculty of color among all faculty at Hamilton. As Hamilton's number of visiting hires has decreased, so has our overall percentage of faculty members of color. In addition, the change in federally mandated reporting categories shifted some non-resident faculty members who previously might have identified as faculty of color into the visa status category, further lowering the percentage of faculty of color.
- c) IPEDS does not provide ethnicity/race data by rank. To explore the distribution of faculty of color by career stage, the percentage of faculty of color among tenured and tenure-track (pre-tenure) faculty is provided (Fig. 3). As the figure indicates, as the percentage of faculty of color

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).

who are tenured increased last year, there was an accompanying decrease in the percentage of tenure-track faculty members of color. Currently, 41.7% of the tenure-track faculty are faculty members of color.

- d) Using the broad disciplinary categories defined by the SED, a comparison of current national SED data for doctorate recipients of color with the percentages of tenured and tenure-track faculty of color at Hamilton shows the percentage of faculty of color at Hamilton above the 2009 national pool in humanities, roughly equal within the social sciences, and below the current sciences national pool (Fig. 4). Note that the Hamilton number reflects a 40-plus year hiring history, while the SED data are only for 2009.
- e) Information about NESCAC institutions (excl. Tufts) can only be compared using Fall 2009 data, which is the most recent data set available from the biennial survey. Based on 2009 data (Table 2), Hamilton’s overall percentage of faculty members of color was ranked fifth among this peer group of ten colleges. As our previous ranking--second place behind Amherst--was based on 2007 data, we have dropped to fifth place over the two-year period of 2007-09. Table 3 reports that Hamilton is fourth among this same group in regard to percentages of tenured and tenure-track faculty of color. It is in the Hispanic category that Hamilton falls furthest behind the NESCAC averages in both Tables 2 and 3.
- f) Faculty retention by race/ethnicity is examined by comparing hires and departures for each annual cohort between 2000 and 2009 (Table 4). Percentages of departures compared to hires is generally similar for white faculty and faculty of color, although slightly higher for faculty of color (24.1%) than for White, non-Hispanic faculty (22.5%). The fact that 44.4% of Hispanic faculty members hired since 2000 left without tenure is a major factor in this difference.

Table 1. Full-time faculty count and percentage by race/ethnicity/resident status and sex at Hamilton, Fall 2010 (IPEDS).

	Female		Male		Total	
	Count	Overall %	Count	Overall %	Count	Overall %
American Indian/ Alaskan						
Native	1	0.5	1	0.5	2	1.0
Asian/ Pacific Islander	6	3.1	7	3.6	13	6.7
Black, Non-Hispanic	4	2.1	7	3.6	11	5.7
Hispanic	3	1.5	3	1.5	6	3.0
Multiracial	1	0.5	0	0.0	1	0.5
Sub-total	15	7.7	18	9.2	33	17.0
White, Non-Hispanic	59	30.4	92	47.4	151	77.8
Non- Resident	7	3.6	2	1.0	9	4.6
Unknown	0	0.0	1	0.5	1	0.5
Total	81	41.8	113	58.2	194	100.0

Note: Does not include Physical Education; includes leave replacements.

Fig. 1. Percentage of full-time faculty of color by race/ ethnicity at Hamilton; White, non-Hispanic excluded, Fall 2010 (IPEDS).

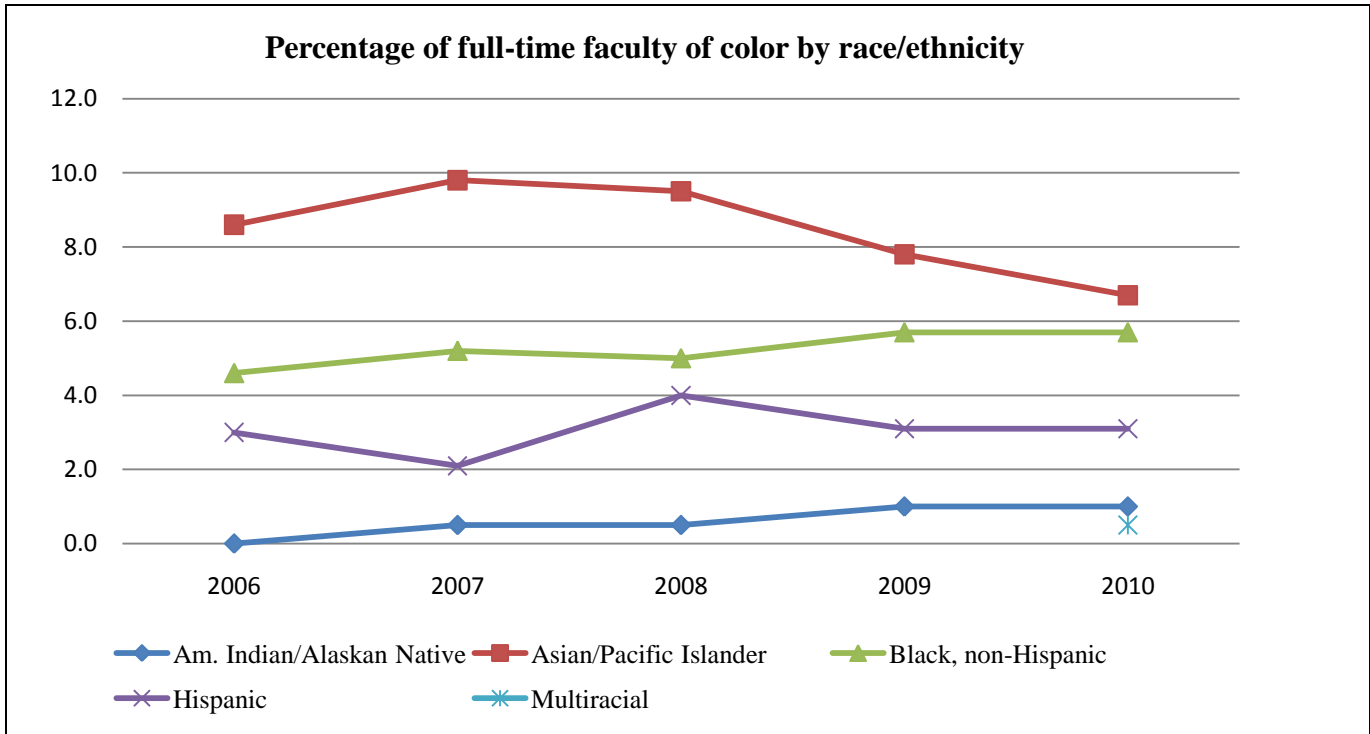


Fig. 2. Percentage of all full-time vs. tenured/tenure-track faculty of color at Hamilton, Fall 2010 (IPEDS).

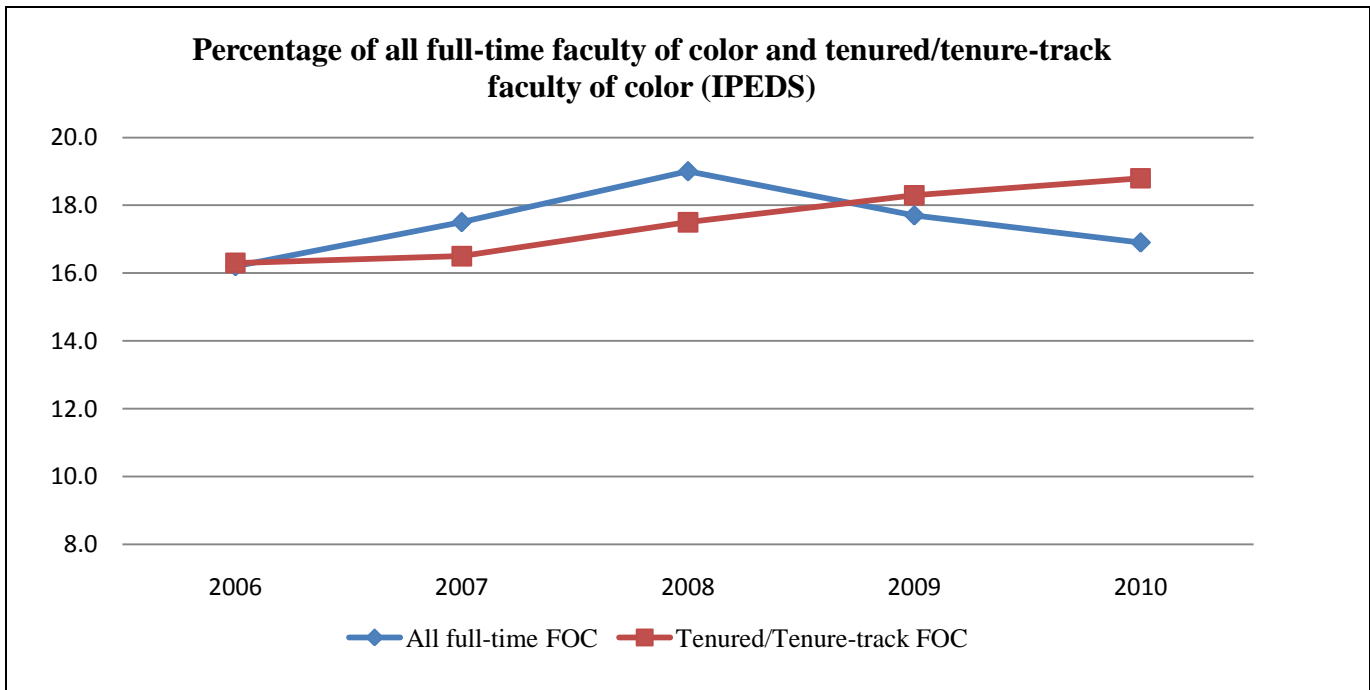


Fig. 3. Percentage of faculty of color within tenured faculty and within tenure-track faculty.

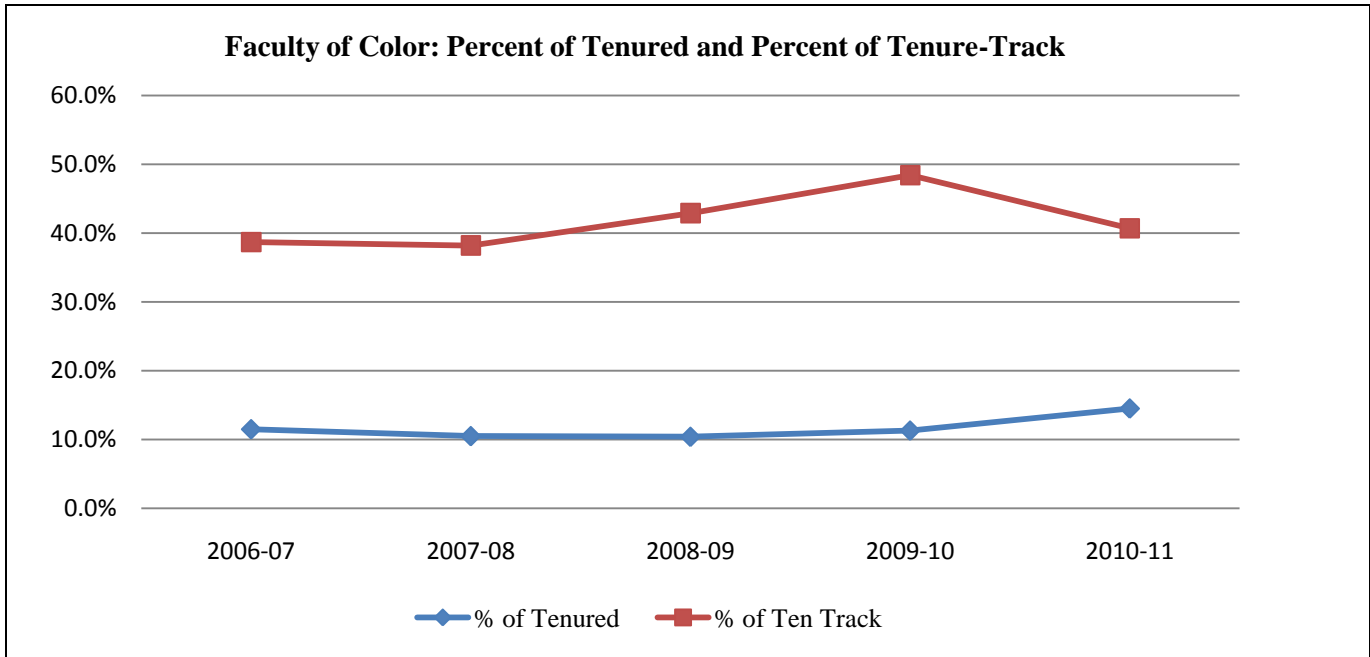


Fig. 4. Percentage of faculty of color among tenured and tenure-track Hamilton faculty (Fall 2010) and among US earned doctorates, by broad discipline as defined by Survey of Earned Doctorates (2009).

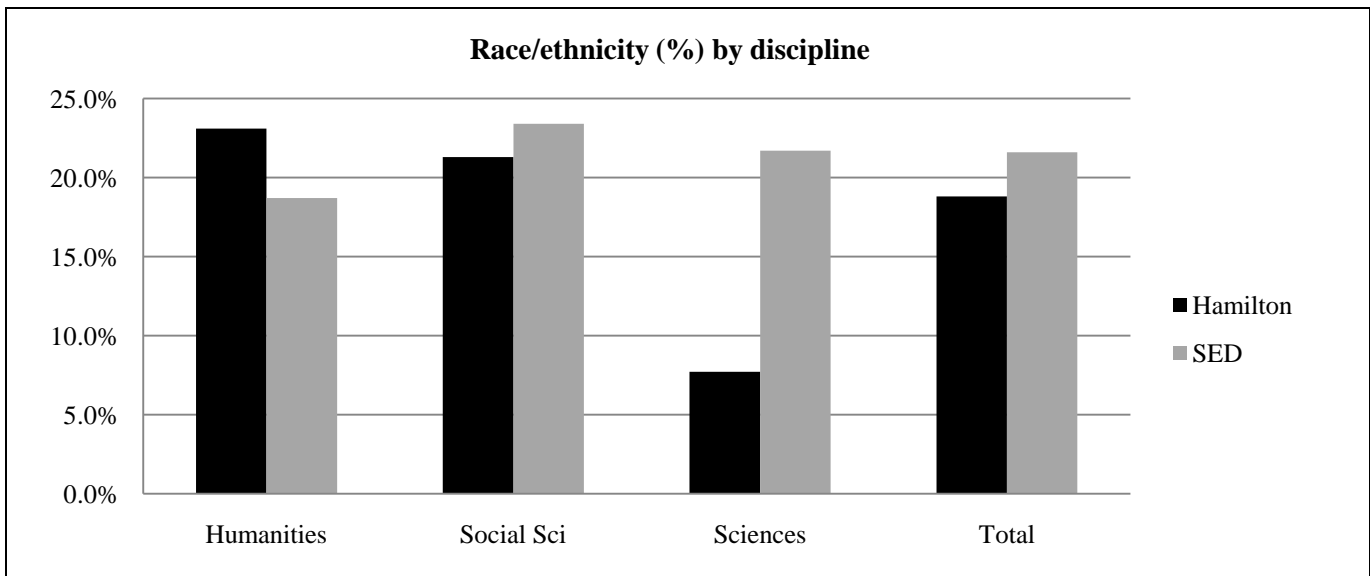


Table 2. Percentages of full-time faculty* by race/ethnicity at NESCAC institutions (excl. Tufts), Fall 2009 (IPEDS, most recent available). Sorted by the *Faculty of Color* column.

Institution	American Indian/ Alaskan Native	Asian/ Pacific Islander	Black, non- Hispanic	Hispanic	<i>Faculty of Color</i>	White, non- Hispanic	Non- Resident	Unknown
Connecticut	0.5%	9.8%	5.7%	5.2%	21.1%	78.9%	0.0%	0.0%
Williams	0.4%	9.5%	5.5%	5.8%	21.1%	76.7%	2.2%	0.0%
Trinity	0.5%	8.3%	5.3%	5.8%	19.9%	79.6%	0.5%	0.0%
Amherst	0.0%	9.7%	3.1%	5.1%	17.9%	76.9%	4.1%	0.0%
Hamilton	1.0%	7.9%	5.8%	3.1%	17.8%	82.2%	0.0%	0.0%
Wesleyan	0.0%	7.6%	6.1%	3.9%	17.6%	76.7%	0.3%	5.5%
Bowdoin	0.5%	6.6%	4.5%	5.1%	16.7%	79.8%	3.5%	0.0%
Bates	0.0%	5.3%	6.0%	3.3%	14.6%	74.8%	4.6%	6.0%
Colby	0.0%	6.9%	2.3%	4.6%	13.8%	79.3%	2.3%	4.6%
Middlebury	0.0%	4.0%	1.5%	2.6%	8.0%	72.3%	6.2%	13.5%
Average	0.3%	7.5%	4.6%	4.5%	16.9%	77.7%	2.4%	3.0%

*Includes tenured, tenure-track, and visitors

Table 3. Percentages of tenured and tenure-track faculty by race/ethnicity at NESCAC institutions (excl. Tufts), Fall 2009 (IPEDS, most recent available). 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	Unknown
Trinity	0.7%	7.2%	6.5%	5.9%	20.3%	79.7%	0.0%	0.0%
Williams	0.0%	9.3%	5.2%	5.6%	20.2%	78.6%	0.0%	1.2%
Connecticut	0.7%	8.6%	5.8%	4.3%	19.4%	80.6%	0.0%	0.0%
Hamilton	1.2%	7.9%	6.7%	2.4%	18.3%	81.7%	0.0%	0.0%
Bates	0.0%	5.9%	6.7%	3.4%	16.0%	74.8%	4.2%	5.0%
Wesleyan	0.0%	7.1%	5.2%	3.2%	15.5%	80.6%	3.6%	0.4%
Amherst	0.0%	6.0%	4.0%	4.7%	14.7%	82.0%	0.0%	2.0%
Bowdoin	0.0%	7.0%	2.5%	3.8%	13.3%	84.2%	0.0%	2.5%
Colby	0.0%	5.5%	2.7%	4.8%	13.0%	82.9%	2.1%	2.1%
Middlebury	0.0%	4.0%	1.8%	3.1%	8.9%	76.0%	11.1%	4.0%
Average	0.3%	6.8%	4.7%	4.1%	15.9%	80.1%	2.1%	1.7%

Table 4. Hires and departures, 2000-2009, by race/ethnicity and tenure status.

	Asian Pacific Islander	Black, non-Hispanic	Hispanic	Native American, Alaskan	<i>FOC</i>	White, non-Hispanic	Non-Res.	Total
Left with tenure	0 0.0%	2 25.0%	0 0.0%	0 0.0%	2 6.9%	1 2.5%	0 0.0%	3 4.3%
Left without tenure	1 10.0%	0 0.0%	4 44.4%	0 0.0%	5 17.2%	8 20.0%	0 0.0%	13 18.6%
Tenured	5 50.0%	3 37.5%	4 44.4%	0 0.0%	12 41.4%	18 45.0%	0 0.0%	30 42.9%
Still on tenure-track	4 40.0%	3 37.5%	1 11.1%	2 100.0%	10 34.5%	13 32.5%	1 100.0%	24 34.3%
Total hired	10 100.0%	8 100.0%	9 100.0%	2 100.0%	29 100.0%	40 100.0%	1 100.0%	70 100.0%

III. Analysis by sex

- a) Currently, 41.8% of full-time faculty members are women; 39.4% of the tenured/tenure-track faculty members are women.
- b) AAUP data (Table 5) indicate that the percentage of female faculty at Hamilton has decreased in the Assistant rank and increased in the Associate rank over the past year, reflecting both hiring and tenure/promotion. Recent years show a gradual increase of percentage of women in the Associate rank as the hiring cohorts with a majority of women move through the tenure process (Fig. 5).
- c) Data from SED indicate the percentage of tenured and tenure-track female faculty at Hamilton is below the level of 2009 female doctoral recipients nationally, more so in the social sciences and sciences than the humanities (Fig. 6). This is not surprising given that the current SED figures include only the current pool of female Ph.D.'s, which reflects recent increases in the percentage of female doctorates (from 20% in 1976 to 46.1% in 2008 in all fields), while the Hamilton percentages reflect the last 40-plus years of hires.
- d) Table 6 reports faculty hiring and retention by sex for tenure-track hires made between 2000 and 2009. During this ten-year time period we hired more women (38) than men (32), but more women (10 or 26.4% of the women hired) left than did men (6 or 18.7% of the men hired). Fairly equal percentages of women (42%) and men (43.8%) received tenure; 12 women (31.6% of the women hired) and 12 men (37.5% of the men hired) are still on tenure-track.
- e) Comparisons of percentages of female faculty for NESCAC colleges (excl. Tufts) can only be compared for 2009-10 data (AAUP/HEDS) (Table 7). Hamilton is somewhat below the NESCAC average in regard to percentage of female tenured faculty (ranked 7/10), slightly below the average for the Full Professors (ranked 7/10), considerably below the Associate Professor average (ranked 7/10, up one rank from previous year), and at the Assistant Professor average (ranked 5/10, down three ranks from previous year). These data, and the current numbers for Hamilton, may reflect the differing rank structure of faculty at these institutions.

Table 5. Percent women among faculty ranks, Hamilton College (AAUP).

Rank	2008/09	2009/10	2010/11
Assistant Professor	62%	51%	47%
Associate Professor	40%	45%	47%
Full Professor	32%	31%	33%

Fig. 5. Percentage of women among faculty ranks, Hamilton College (AAUP).

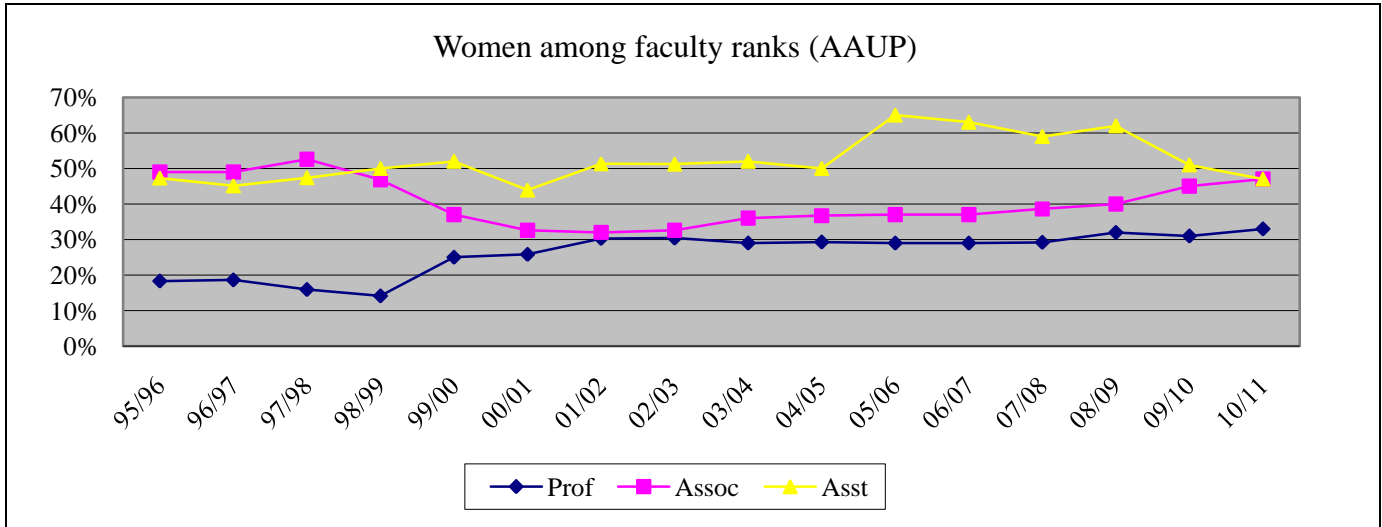


Fig. 6. Percent females among tenured/tenure-track at Hamilton (Fall 2010) and among US doctorates, by SED disciplines (2009).

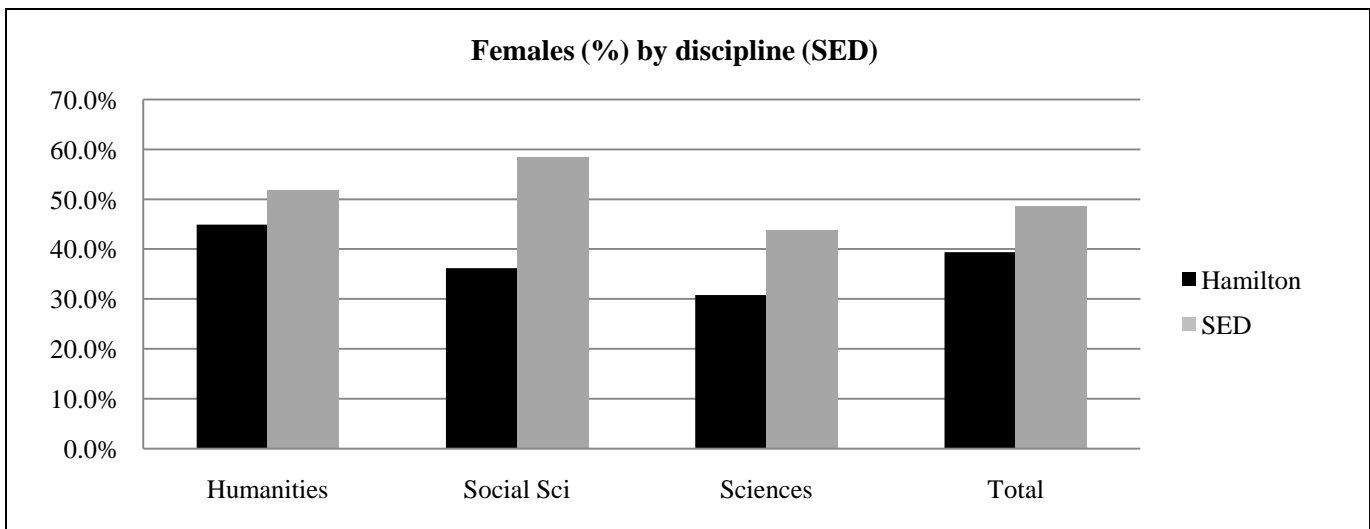


Table 6. Hires and departures, 2000–2009, by sex.

	F	M	Total
Left with tenure	2 5.3%	1 3.1%	3 4.3%
Left w/o tenure	8 21.1%	5 15.6%	13 18.6%
Tenured	16 42.0%	14 43.8%	30 42.9%
Still on tenure-track	12 31.6%	12 37.5%	24 34.3%
Total hired	38 100%	32 100%	70 100%

Table 7. Percentages of full-time and tenured female faculty members among ranks at NESCAC colleges, 2009/10 (AAUP).

Institution	Tenured	Professors	Associate Professors	Assistant Professors
Amherst	35.6%	36.0%	36.7%	45.2%
Bates	41.9%	35.6%	51.1%	68.8%
Bowdoin	43.4%	37.7%	47.8%	61.0%
Colby	41.9%	35.2%	51.2%	51.0%
Connecticut	36.6%	32.4%	43.9%	63.6%
Hamilton	36.1%	30.9%	44.8%	51.4%
Middlebury	32.5%	28.8%	38.9%	50.0%
Trinity	37.5%	19.1%	57.1%	40.0%
Wesleyan	32.4%	24.4%	47.0%	58.2%
Williams	38.1%	32.4%	56.5%	43.5%
Average	37.8	31.2	47.7	51.1

IV. Recruitment and retention practices/initiatives

- a) During the 2010-11 academic year, 4 tenure-track, 2 term, and an as yet undetermined number of full-time visitor searches (leave replacement, teaching postdoc, visiting chair) will take place.
- b) The Chief Diversity Officer (CDO), Donald Carter, has taken on some of the responsibilities held by the former Associate Dean of Diversity Initiatives. He engages with tenure-track and term search committees, bringing a specific focus on diversity in the hiring process in accordance with our Affirmative Action policy. In particular, the CDO discusses search strategies to strengthen diversity within the applicant pool and consults with the DOF office in the search authorization process.
- c) Greater attention is now being given to the early phase of the search process. 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. The DOF office now provides 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.

- d) Despite economic downturn, faculty development budgets were maintained for 2010-11, including those dedicated for early career faculty: start-up funds, course release for beginning teachers, conference and research travel, grant activity support, etc.
- e) Continuing retention practices of note include the mentoring program for junior faculty and the availability of course releases/leaves for maternity, parental, and family disability needs.

Respectfully submitted,

Margaret Gentry
Associate Dean of Faculty
Affirmative Action Officer for Faculty