Recruitment and Retention of Underrepresented Faculty of Color in ACSP Member Programs: Status and Recommendations

Diversity Task Force Report
Submitted to the Governing Board of the Association of Collegiate Schools of Planning

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DRAFT
September 30, 2011
Findings

- Severely underrepresented groups in the ranks of the academy of ACSP member institutions
  - African Americans
  - Hispanics
  - Native Americans

- Asian Americans seem to be well represented; however, major problems because of issues of “lumping” data, representing widely varied Asian groups, into one category

- Currently, no counting of Native Hawaiians and Pacific Islanders who are most likely unrepresented
<table>
<thead>
<tr>
<th>Race</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
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Faculty Composition (Full-Time, Part-Time and Adjunct) 2008-2011

PAB-Accredited Planning Programs
### Number of Master’s Degree Students in PAB-Accredited Programs by Race, 2008-2011

<table>
<thead>
<tr>
<th>Race</th>
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<th>2010</th>
<th>2011</th>
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<tbody>
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</table>
Master's Student Composition 2008-2011

PAB-Accredited Planning Programs

Percent of Total

2008  2009  2010  2011

White
Black or African American
American Indian or Alaska Native
Asian
Native Hawaiian or Other Pacific Islander
Hispanic
Other
### Number of Bachelor’s Degree Students in PAB-Accredited Programs by Race, 2008-2011

<table>
<thead>
<tr>
<th>Race</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
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<tr>
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<tr>
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<tr>
<td>Some Other Race Alone</td>
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<td>6</td>
<td>55</td>
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<tr>
<td>Two or More Races</td>
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<td>20</td>
<td>18</td>
</tr>
<tr>
<td>Hispanic</td>
<td>100</td>
<td>165</td>
<td>164</td>
<td>157</td>
</tr>
<tr>
<td>Unknown Race</td>
<td>390</td>
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<td>89</td>
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<tr>
<td>Foreign</td>
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<td>64</td>
<td>73</td>
<td>81</td>
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<td><strong>TOTAL</strong></td>
<td>1407</td>
<td>1740</td>
<td>1709</td>
<td>1580</td>
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</table>
ACSP Climate Study

- Factors that have constrained many institutions from diversifying their faculty
  - Unwelcoming institutional climate
  - Institutional and social barriers in the academy
  - Historical legacy
  - Racial/ethnic stereotyping
  - Lack of role models
  - Lack of institutional support
  - The “revolving door” syndrome
Recommendations

For Schools
- Faculty Recruitment
  - Leadership and Planning
  - Recruitment Process
  - Curriculum Development
  - Pipeline and other recommendations
- Faculty Retention
  - Tenure and Promotion
  - Mentoring
  - Professional development

For ACSP
- Leadership and organization
- Accreditation
- Technology
- Mentoring
- Pipeline
FACULTY RECRUITMENT
Leadership & Planning

1. Involve stakeholders in developing a plan to diversify your faculty
2. Integrate diversity related goals into overall department mission, vision, and goals
3. Educate faculty about the importance and educational benefits of diversity
4. Critically examine departmental culture and climate, including financial support
5. Encourage open dialogue about issues of race/diversity and a culture of inclusivity
FACULTY RECRUITMENT
The Process

1. Review current recruitment process to identify any obstacles to diversifying
2. Work with Equal Opportunity officers and educate search committees on legal issues
3. Consider hiring criteria related to developing curricula, working in and with minority/multicultural students/communities
4. Require search committees to include qualified minority scholars in first cut
5. Solicit input of students of color in selection process
6. Ensure a transparent process
7. Search through networks such as POCIG, FWIG, Planners Network, Latinos and Planning, Planning and the Black Community division, and other networks
FACULTY RECRUITMENT
Curriculum Considerations

1. Evaluate integration of planning theories and issues relevant to communities of color

2. Consider ways to infuse issues of social justice and equity across the curriculum and the ways faculty of color contribute to the teaching mission
Develop a plan to increase the number of students of color prepared to compete for and succeed in academic positions

Apply the general principles of this plan to student recruitment & retention
Create research fellows and post-doctoral programs as gateways for recruitment

Create adjunct and specialist positions related to scholarship relevant to communities of color

Explore targeted hiring programs, like “target of opportunity” or “bonus” hires

Incentive funds to encourage diverse hiring and support for faculty of color
FACULTY RETENTION
Promotion and Tenure Process

- Ensure that faculty of color fully understand tenure/promotion criteria and give constructive feedback
- Annual reviews suggesting a clear ‘plan of action’
- Identify subtle/indirect forms of discrimination
  - Areas of study
  - Service commitment
  - Student evaluations
  - Collegiality
  - Cultural literacy
- Solicit external evaluations from those really knowledgeable about faculty’s field of study
- Increase transparency without compromising confidentiality
FACULTY RETENTION

Mentoring

- Evaluate mentoring efforts/capabilities
- Implement effective mentoring
  - Assign one or two tenured faculty to each junior faculty member
  - Accountability mechanisms
- Additional mentoring resources outside of the department
- Holistic mentoring
  - Social and professional life the university
  - Writing groups and other support systems
  - Referrals to others services or resources
FACULTY RETENTION

Professional Development

- Professional development support
  - Reduced teaching loads, start-up funds, travel funds, networking opportunities, etc.
- Senior faculty invite junior faculty to collaborate on research projects and/or coauthor research papers
- Senior faculty offer to give feedback to junior faculty on manuscripts for publication
- Connect faculty with university-wide professional development opportunities
RECOMMENDATIONS TO ACSP
Leadership and Organization

1. Create policy statement on importance of diversity with general goals
2. Create a standing body on Racial and Ethnic Diversity to lead/monitor efforts
3. Commission a guidebook for PhD students and junior faculty (‘how to survive & thrive’)
4. Commission a handbook for planning administrators on diversifying the academy
5. Regular sessions at ACSP conferences and administrator’s conferences
RECOMMENDATIONS TO ACSP
Accreditation

1. Review accreditation standards to increase expectations and requirements regarding student and faculty diversity

2. Ensure accredited programs have goals and measurable outcomes regarding student, faculty, curricular diversity
RECOMMENDATIONS TO ACSP Technology

1. Provide links on ACSP homepage to information on diversity efforts and resources
RECOMMENDATIONS TO ACSP Mentoring

1. Training program/sessions on effective mentoring

2. Enhance ACSP’s Mentoring Committee efforts and coordinate with interest group efforts
New Initiatives

- Diversity Retreat as part of the 2013 ACSP administrator’s conference on November 14-16, 2013 hosted by Ohio State University.
- Pre-Doctoral Conference to recruit and prepare Ph.D. students of color hosted by USC in Summer 2013
We need you!

- What innovative ideas do you have?
- What has been successful at your institution?
- What else can we do together as ACSP?

Announcement of opportunities...