What do we mean by diversity... and why does it matter?
Improvements in Faculty Diversity, 2006-2016

Tenured/Tenure-Track

% of total College faculty


Women:
- 27.8% in 2006
- 36.9% in 2016

Minorities:
- 9.5% in 2006
- 14.9% in 2016

Non-Asian Minorities:
- 16.6% in 2006
- 24.1% in 2016
Carolina Conversation: Detroit ’67 to Charlotte ’16 at PlayMakers
Diversity as a fundamental tenet of innovation

“There is no more fertile ground for innovation than diversity of experience. And that diversity of experience arises from a difference of cultures, ethnicities and life backgrounds. A successful scientific endeavor is one that attracts a diversity of experience, draws upon the breadth and depth of that experience and cultivates those differences, acknowledging the creativity they spark.”

– Professor Joseph M. DeSimone
Kia Caldwell, director of faculty diversity initiatives in the College

- Serve as advocates for diversity, equity and inclusion within their units
- Work closely with chairs to establish diversity priorities
- Bring a diversity perspective to faculty hiring
- Work with chair, faculty to develop/implement curricular changes that promote diversity and inclusion
- Play a role in selection of scholars for Carolina Postdoctoral Program for Faculty Diversity

Diversity Liaisons in the College
The College co-funds the University’s membership in the NCFDD
Addressing Unconscious Bias

We all have the same goal:
a level playing field

October 2016 College of Arts and Sciences Chairs’ Retreat
Presented by Sabrina Burmeister; constructed by Adrienne Erickceck, Jeff Johnson, Sheila Kannappan and Laurie McNeil (UNC-Chapel Hill)

Adapted from University of Michigan ADVANCE program
Strategies for Mitigating Unconscious Bias

1) Maintain awareness.

2) Recruit actively.

3) Diversify the selection committee.

4) Use a rubric (and change criteria with caution!).

5) Emphasize fact-based judgments.

6) Compare candidates side-by-side.

7) Use recommendations with caution.
Dean’s Faculty Diversity Advisory Group

Kia Caldwell, director of faculty diversity initiatives
Frank Baumgartner, professor of political science
Claude Clegg, professor of African, African American and diaspora studies
Benjamin Frey, assistant professor of American studies
Jennifer Ho, associate professor of English and comparative literature
Sharon Holland, professor of American studies
Enrique Neblett, associate professor of psychology and neuroscience
Todd Ochoa, associate professor of religious studies
New Diversity Supercourse

**Intersectionality:**
*Race, Gender, Sexuality and Social Justice*

*Spring 2017*

- Team-taught by Frank Baumgartner (political science), Jennifer Ho (English), Sharon P. Holland (American Studies)
- Cross-listed in all three departments
- Will fulfill diversity, other Gen Ed requirements
- Open to all students without prerequisites
- Enrollment for up to 250 students—*and filled!*
College programs and initiatives that are helping underrepresented minorities achieve success