

Next Phase of Columbia's Plan to Enhance Faculty Diversity

Prepared for the University Senate
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Advancing Diversity at Columbia University

As President Bollinger has stated:

- Columbia is dedicated to increasing diversity in its workforce, its student body, and its educational programs. Achieving continued academic excellence and creating a vibrant university community require nothing less
- Columbia University is committed to the realization of our core values of inclusion and excellence

Why Faculty Diversity Matters

Diversity is critical to academic excellence

- Different perspectives, experiences and values enrich the content and direction of our work
- Lack of faculty diversity can be a signal to students that there are limited opportunities for women and underrepresented minorities in a discipline

Enhancing faculty diversity begins to address historical inequities

Guiding principles of diversity plan

- University-wide, all Schools working toward a common goal
- Weave diversity into functioning of the Schools, as opposed to something that is supplemental
- Recognize variability across Schools in diversity of faculty pipelines for underrepresented minorities and women
- Ensure all Schools have a role
- Enhance faculty diversity as a core academic accountability for our Departments, Schools and the University

Designing the diversity plan

Engagement with and input from a broad array of stakeholders:

- Deans and faculty members
- Senate's Commission on the Status of Women
- Faculty Affairs Committee of the Senate
- Diversity leaders at peer institutions



This consultative process resulted in April announcement of \$30 million commitment and 4 diversity objectives

Our diversity objectives

Objective 1: Recruitment

Recruit faculty: underrepresented minorities in all disciplines, and women in the STEM disciplines

Objective 2: Career Support

Support the **career development** of junior faculty who contribute to Columbia's diversity goals

Objective 3: Pipeline Development

Recognizing that diversity is not only good for Columbia, but also a public good, we seek to build the **pipeline of scholars** from underrepresented groups

Objective 4: Department Chair Leadership

Support and **strengthen academic leadership** of department chairs and institute directors

**Objective 1:
Recruitment to increase faculty from
underrepresented groups**

Objective 1: Increase faculty from underrepresented groups

Targeted Recruitment

Description

Schools compete for funding for targeted recruitments

- 2x per year
- Funds junior and senior faculty
- Costs shared between Provost's Office and School

Progress so far

- First-round grant proposals received on Oct 1
- 6 recruitments authorized on Nov 15 to faculty in 5 Schools
- Second-round call for proposals issued Feb 1, due date in April

Standard Recruiting

Description

Additional funds available to support recruitment of candidates and "dual career" faculty spouse and partner hires identified in standard searches that enhance the diversity of Columbia's faculty

Progress so far

- 3 recruitments authorized and underway

**Objective 2: Career support
for junior faculty**

Objective 2: Provide career support to junior faculty who contribute to the diversity goals of the University

Junior Faculty Grants

Description

Junior faculty will compete to receive funds to support their research—seed grants

- 2x per year
- Up to \$25K
- 50 awards total

Progress so far

- Call for first-round proposals made Oct 1
- 14 awards made on Jan 15 to faculty in 8 Schools
- Second-round call for proposals made Feb 1, due date in April

Mentoring

Description

Support development and expansion of mentoring programs in Schools and Departments

Progress so far

- Most Schools specified the development or expansion of mentoring programs in their 3-year diversity plans
- Priority for 2013-2014 academic year

**Objective 3:
Enhance pipeline diversity**

Objective 3: Enhance pipeline diversity

Postdoctoral Funding

Description

Departments compete for funded postdoctoral positions

- Competitions run 1x per year
- Costs shared between Provost's Office and School

Progress so far

- In August, 4 Schools were selected to receive funding for 5 postdocs
- First set of postdocs begin Sept 2013
- Second round call for proposals released Feb 1, due date in April

PhD Support

Description. Fellowships to increase yield of exceptional PhD students who would enhance diversity

Progress. 45 Fellowships have been allocated to support 2013 incoming class

Transition from Undergraduate to PhD

Description. Funds support the transition to STEM PhD programs for students from underrepresented groups

Progress. Cost sharing on federal grants:

- NSF grant: transition to PhD in Natural Sciences

Other programs. Columbia is home to 9 transition programs for college students from underrepresented groups interested in careers in science.

**Objective 4:
Enhance academic leadership to foster
and support diversity**

Objective 4: Enhance academic leadership

New Leadership Institutes

Description

Training focused on strengthening leadership skills, with the goal of ensuring that academic leaders are well positioned to foster and support diversity. Though not specifically diversity focused, Institutes build skills in creating and sustaining supportive and inclusive environments; strengthening effective hiring practices; and supporting faculty career development

Progress so far

First leadership training session for Department Chairs and Academic Vice Deans on Morningside campus was held on November 1-2.

Over the past 3 years, CUMC has run a wide range of leadership training programs, including one for emerging women leaders

Provost's Leadership Fellows Program. The Provost has just announced the development of a new academic leadership program for emerging leaders. A call for nominations will be released shortly.

Partnerships with other universities to achieve mutual diversity objectives

Partnering with 2 multi-university grant-supported consortiums to enhance faculty and pipeline diversity

- **Successful Mellon Foundation Grant submission.** Columbia and Berkeley are partnering with an association of liberal arts colleges in the Northeast to:
 - Enhance admission of underrepresented minority students from these colleges into our PhD programs
 - Encourage underrepresented minority PhDs to consider academic careers in these colleges
- **NSF Grant was submitted in November.** Columbia is a member of a 7-University consortium to:
 - Repair leakage in the STEM pipeline among women scientists by improving retention of current postdocs and facilitating their career reentry

Provost's Advisory Council for the Enhancement of Faculty Diversity

The Council will play a key advisory role to the Provost on the University's diversity efforts:

- Provide expertise and guidance on programs concerning faculty and pipeline diversity, inclusiveness and equity, and faculty development
- Recommend approaches to strengthen the presence, prominence and role of women and underrepresented minorities in leadership positions at Columbia
- Champion the University diversity mission within their academic units, across campus and among external stakeholders

“Building a diverse University community is not the work of a moment. It requires sustained commitment, concerted effort, and the attention of us all.”

Lee C. Bollinger
Diversity Mission Statement of Columbia University