

*Committee on Minority Faculty Recruitment*

Report

April 2007

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Percentage of Minority Faculty Full-Time

	Black	Hispanic	Asian	Total Percent Count
Nationally*	5%	5%	4.5%	
Longwood# University 2005	3% 6	2.5% 5	4.4% 9	9.8% 204
CLAS#	1.6%	4%	2.4%	8% 124
CEHS#	8.8%	0	2%	11% 45
CBE#	0	0	3%	3% 26

\*Trower, C.A. & Chait R.P., Harvard Magazine 2002 & U.S. Department of Education, 2002

#Human Resources Longwood University November 27, 2006

**National Statistics:**

- **87% of the full-time faculty members from American colleges and universities are white; 64% are male.\***
- **Asian American faculty growth has doubled: 2.2% in 1975 to 4.5% in 1997.\***
- **Black faculty levels have been nearly stagnant: 4.4% in 1975 to 5% in 1997.\***
- **Hispanic faculty has also doubled, but lags behind both Black and Asian American faculty: 1.4% in 1975 to 2.8% in 1997\***
- **By 2015, 37 percent of college students are expected to be minorities. (Klein, 2007)**

In January 2007 Dr. McWee, Provost, proposed a goal of 20% of the Longwood faculty as non-white by 2010. He further stated that both he and the President are committed to the recruitment

and retention of faculty of color. To this end he asked the *Committee on Minority Faculty Recruitment* to make recommendations to achieve a diverse Longwood faculty.

The following are Minority Recruitment Recommendations:

- Enhance training for faculty Search Committees. Identify strategies for advertising vacancies. Understand and implement ways to make people of color welcome. Review and adopt recommendations from AAUP “*Recommended Procedures for Increasing the Number of Minority Persons and Women on College and University Faculty*” and “*The Hiring and Retention of Faculty of Color*”, AACU 2006.
- Require diverse candidate pool in all searches
- Enhance diversity banner/tag that accompanies all print ads
- Advise search committees to focus on a candidate pool with the minimum qualifications for the position required (minimum vs. maximum qualifications)
- Invite an outside expert on recruiting diverse faculty to conduct a workshop/do a presentation for Longwood faculty and administrators (For example, Dr. William Harvey, UVA)
- Affirm the importance and correlation between faculty/staff recruitment and diverse student recruitment
- Conduct a campus climate survey on diversity. Gather data on campus attitudes related to hiring minority faculty/staff. This should include perceived/real obstacles to both recruitment and retention. Provide some reward/incentive for completing the survey. The committee felt that there are “canned” surveys available and the Human Resources Office could locate a best fit for Longwood.
- College Deans should conduct exit interviews for faculty who leave Longwood voluntarily
- Review department’s P & T guidelines to determine if publishing criteria need to be expanded to include journals/mediums beyond the traditional outlets in the discipline.

Recommendations for Longwood Human Resources Office:

- Develop an exit survey for all candidates who decline offers to hire
- Develop an exit survey for faculty/staff who leave the University
- Review both the HR and Search Committee process annually for hiring diverse candidates
- Investigate best practices at other universities-- especially benchmark universities and those within the Commonwealth of Virginia
- For international faculty, help with navigating and securing green cards and work visas.

Recommendations for Implementation and *all* faculty recruitment in general:

- **Increase search committee budget. Present amount is \$2000.00 per search.** Current budget is adequate only to regional searches.
- Establish a flexible/adjustable salary range for incoming faculty considering market vs. discipline value. Current incoming assistant and associate salaries at Longwood are \$10,000 to \$20,000 too low. This is especially true when most university post-docs make \$40,000+. **Although the committee feels it is necessary to bring in new faculty at the market level, it is essential at the same time to raise current faculty salaries. Not doing so will only increase animosity and lower morale among faculty.**

- Establish a centrally located conference room for search committee use that includes a speaker-conference phone and video conferencing for conducting interviews.
- Develop a range of recruitment incentives (more university housing, reduced mortgage rates, recreational access, parking, etc.) The committee noted that local housing is not a bargain. That cost combined with low entry salary make it difficult to secure a wide candidate pool. For minority faculty/staff, investigate how housing market information is presented to candidates.
- Develop employment strategies for attracting academic and non-academic professional couples
- Examine how Longwood markets the University and community making sure that the positive features of the university and community are identified and highlighted.