Building Diversity in Higher Education

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NSF
Why a Diversity Workshop?

- STEM diversity nationwide does not reflect national diversity
- STEM faculty are overwhelmingly white and male
- West Virginia has low diversity state-wide – 3.5% black, 1.1% Hispanic, 0.2% American Indian/Alaskan Native
Goals and Objectives

• Learn about the issues and why it is vital to cultivate a diverse faculty
• Explore best practices for recruitment and retention of faculty and students
• Begin to develop progressive faculty recruitment and retention policy recommendations that can be implemented at the campus and/or state level.
Strategies

- Work with diverse steering committee to plan workshop and identify strong speakers
- Invite teams from universities and colleges to attend the workshop
- Structure workshop panels to reflect goals
Speakers

• Keynote – Dr. Calvin Mackie

• Defining the issues – Dr. Beverly Hartline
Speakers

• The Role of Diversity in Higher Education
  – Dr. Ed Galindo
  – Dr. Sue Rosser
  – Laureen Summers
Speakers

- Effective Strategies to Diversify STEM faculty – Dr. Mary O’Connell
  - Dr. Rosina Becerra
  - Dr. Molly Carnes
  - Dr. Jesse Thompson
Speakers

• The Pipeline: Student Diversity Programs
  – Dr. Phil Kutzko
  – Dr. Mark Leddy
  – Michael Lee
  – Dr. Wallace Southerland
Roundtable Working Session

• Goal
• “What actions could be taken at the (department/institutional/state or agency) level to improve...recruitment, retention, professional development of women, underrepresented minorities and people with disabilities?”
Evaluation

Before: Knowledge of "diversity issues in higher education"

- Excellent: 19%
- Fair: 25%
- Good: 56%

After: Knowledge of "diversity issues in higher education"

- Excellent: 55%
- Good: 45%
Evaluation

Before: Knowledge of "reasons why it is vital that higher ed cultivate a diverse faculty"

- Excellent: 23%
- Good: 64%
- Fair: 11%
- Poor: 2%

After: Knowledge of "reasons why it is vital that higher ed cultivate a diverse faculty"

- Excellent: 65%
- Good: 35%

Evaluation

Before: Knowledge of "best practices for recruiting a diverse faculty"
- Excellent: 11%
- Good: 37%
- Fair: 33%
- Poor: 19%

After: Knowledge of "best practices for recruiting a diverse faculty"
- Excellent: 37%
- Good: 57%
- Fair: 6%
Evaluation

Before: Knowledge of "best practices for retaining a diverse faculty"

- Excellent: 10%
- Poor: 18%
- Good: 37%
- Fair: 35%

After: Knowledge of "best practices for retaining a diverse faculty"

- Excellent: 35%
- Fair: 10%
- Good: 56%
Evaluation

Before: Knowledge of "best practices for recruiting and retaining a diverse student body"

- Excellent: 14%
- Poor: 10%
- Fair: 31%
- Good: 45%

After: Knowledge of "best practices for recruiting and retaining a diverse student body"

- Excellent: 31%
- Poor: 2%
- Fair: 4%
- Good: 63%
Follow-Up

• Emails will be sent soon as the first of two follow-up surveys.
• Another follow-up survey in late 2009.
• Final report will follow and be available on our website.
• Diversity workshop presentations are available on our website by clicking the Outreach tab.

• For more information
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