OFFICE OF
Faculty Development
and Diversity

OFDD and VPAA

September 30 2020

Professional Development opportunities for Faculty at Cornell addressing Campus Climate, Teaching, Recruitment and Retention

- **Office of Faculty Development and Diversity (OFDD)**
  - Depends on the lens: Effective search practices
  - Effective academic interviewing
  - Viewpoints on Tenure and Promotion
  - Best practices in hiring and recruitment
  - Best practices in mentoring
  - Resource to engage in conversations about race and anti racism
- **Cornell Interactive Theatre Ensemble (CITE)**
  - Hang in there and be tough (department-based program about classroom climate) ~30 departments
- **Center for Teaching Innovation (CTI)**
  - Teaching and learning in the diverse classroom (TLDC)
    - Learning Communities for Inclusive Teaching (CTI) run concurrently with TLDC.
  - Faculty Institute for Diversity (CTI) (on hold due to COVID)
  - Let's Get Real: Conversations about Diversity and Teaching (CTI, with Faculty and Staff Assistance Program)
- **Intergroup Dialogue Project (IDP)**
  - Building Connections with Dialogue

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Initiatives related to increasing Faculty diversity

- Other hiring and Promotion changes
  - Hiring Accountability (2013; 2017 – linked to funding)
  - Contribution to Diversity Statement (2018)
  - Tenure project – explicit recognition of diversity (2019)
    - T&P workshop
- Funding
  - Provost Faculty Fellow
  - Bridge Funding
  - Faculty Diversity Award
  - Small Group Mentoring Grant
  - NCFDD funding for Faculty Success Program
- Pipeline to the Faculty
  - Pipeline tool
  - Summit (to preview Cornell to underrepresented advanced Ph.D. and Postdocs)
  - Cornell Presidential Post-Doctoral Fellowship Program
- Retention (Climate and Community)
  - Monthly get togethers
  - Exit interviews
- Meeting times and parental leave attestation

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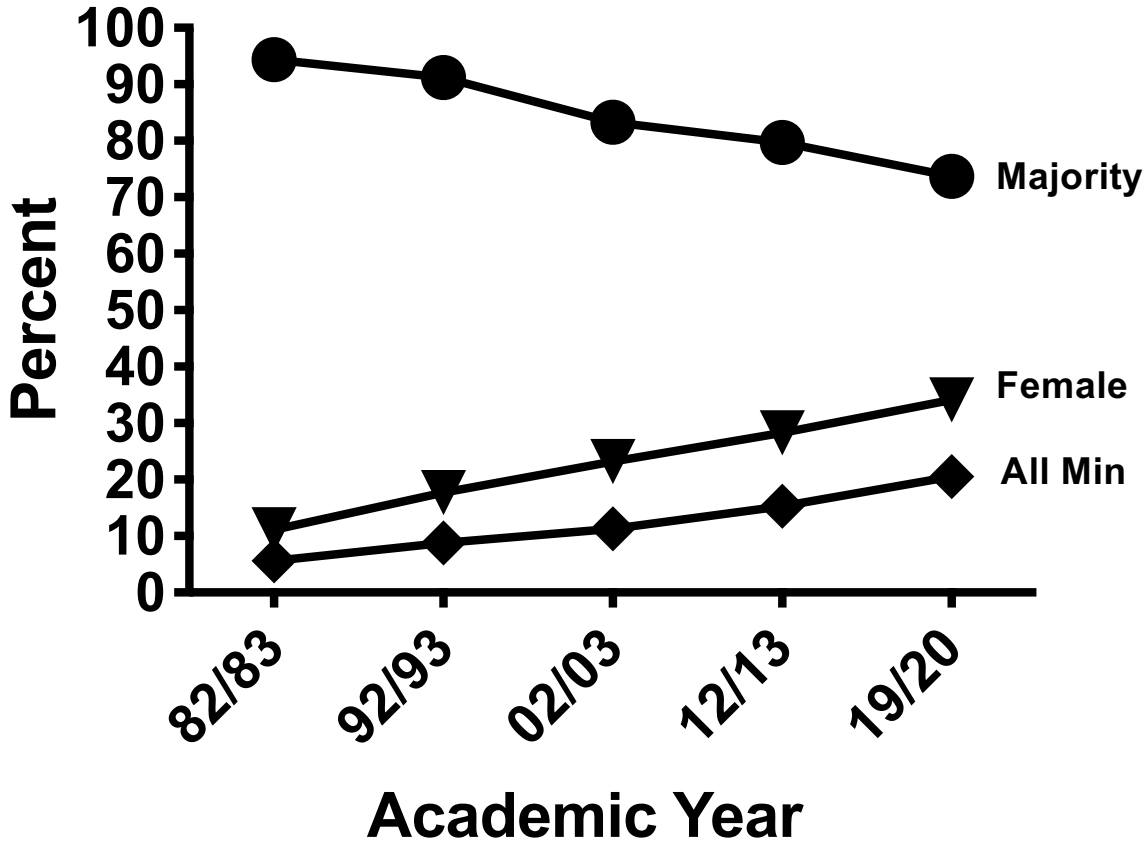
Dynamics of overall Faculty Demographics



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Dynamics of overall URM Faculty Demographics (2009/10-2019/20 last 10 years)

URM faculty increase in number by **41 (41.4%)**

ALL Cornell faculty increase by **38 (2.5%)**

Nationally URM PhDs increase in number by **21.6%**

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Proportion of Women at Cornell

	2001	2006	2012	2019
Female	352	408	448	575
Male	1199	1225	1134	1109
Total	1551	1633	1582	1684
Proportion women	23%	25%	28%	34%

Change in proportion Women

8.7% in 5 years

12% in 6 years

21.4% in 7 years

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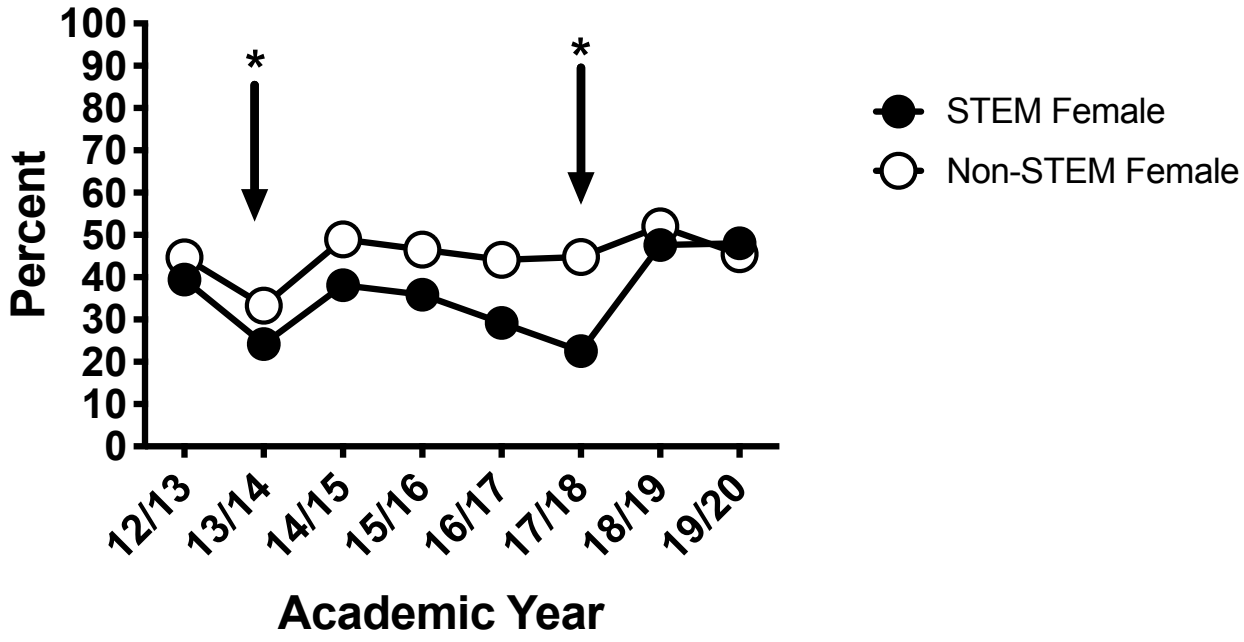
New Faculty appointments by gender and STEM/Non-STEM



*University incentives announced

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Faculty by Race and Ethnicity (2001-2019)

	2001	2006	2012	2019
Underrepresented minority US	79	(+17) 96	(+8) 104	(+40) 144
Other Minority (US)	92	(+16) 108	(+29) 137	(+63) 200
International	69	100	62	96
White or unknown	1311	1329	1262	1241
Proportion Underrepresented	5.1%	5.9%	6.6%	8.6%
Proportion Other minority	5.9%	6.6%	8.8%	11.9%
Proportion International	4.4%	6.1%	4.0%	5.7%
Proportion White	84.5%	81.4%	80.6%	73.8%

Change in proportion Underrepresented (Other Minority)

15.7% (11.9%) In 5 years

11.9% (33.3%) in 6 years

30.3% (35.2%) In 7 years

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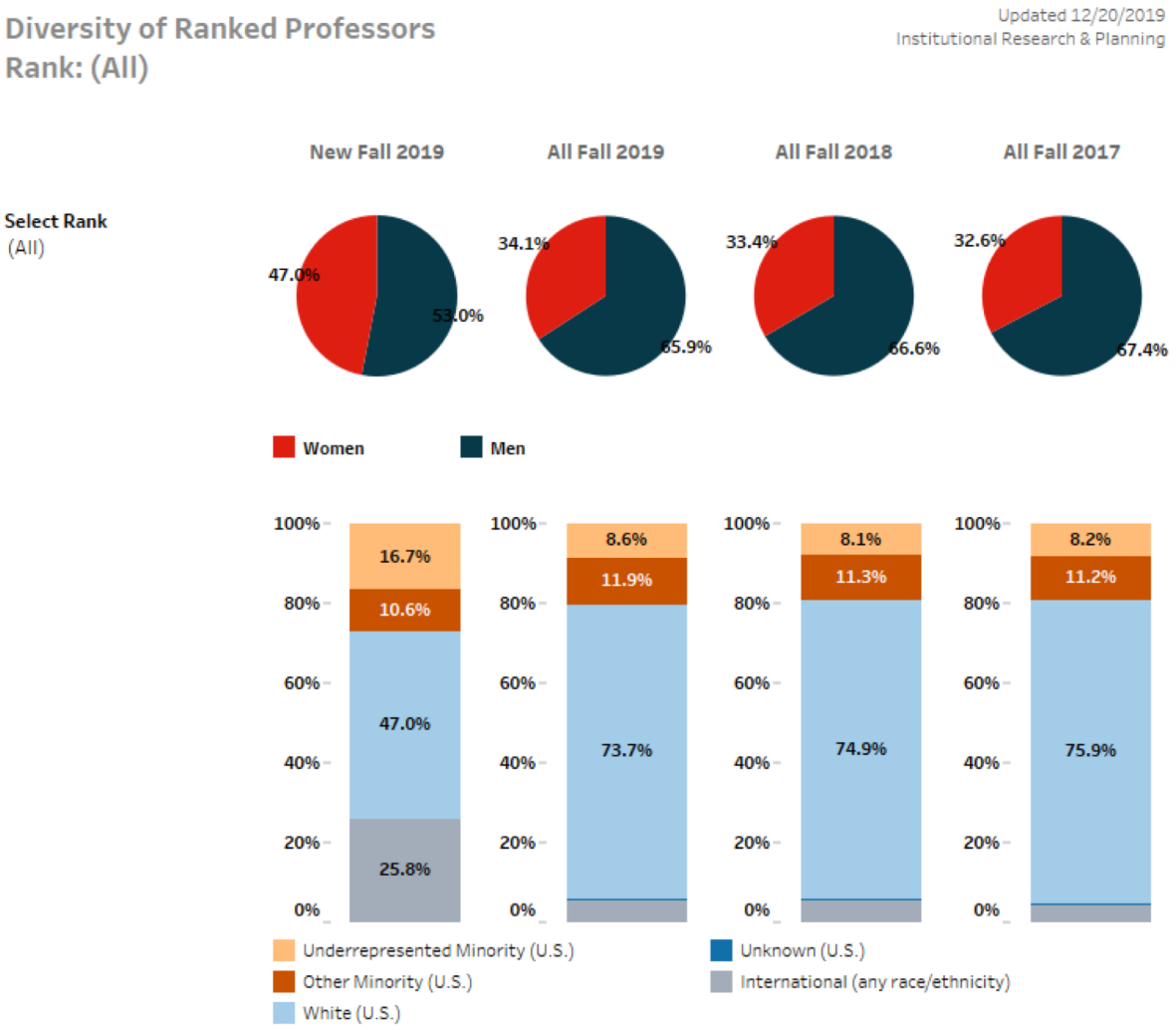
Ranked professor compositional diversity



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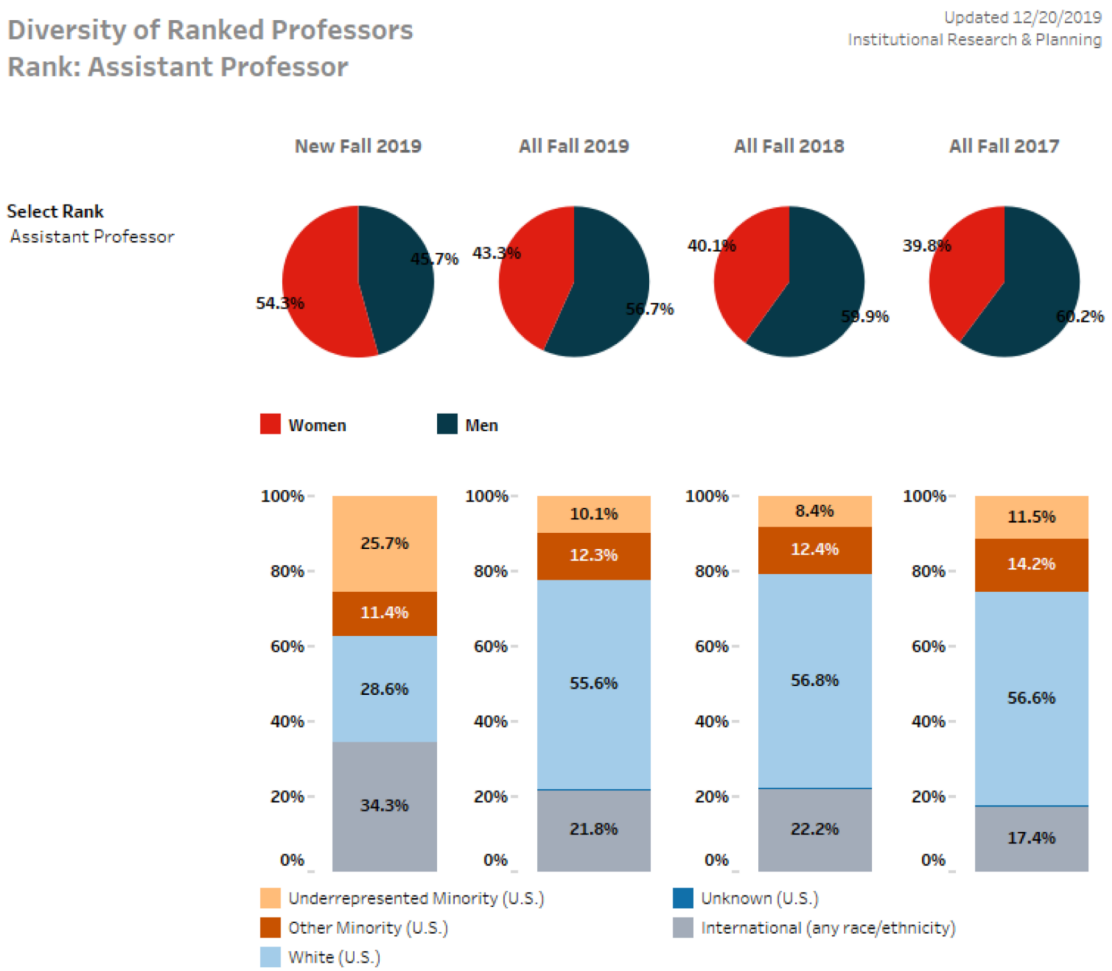
Ranked assistant professor compositional diversity



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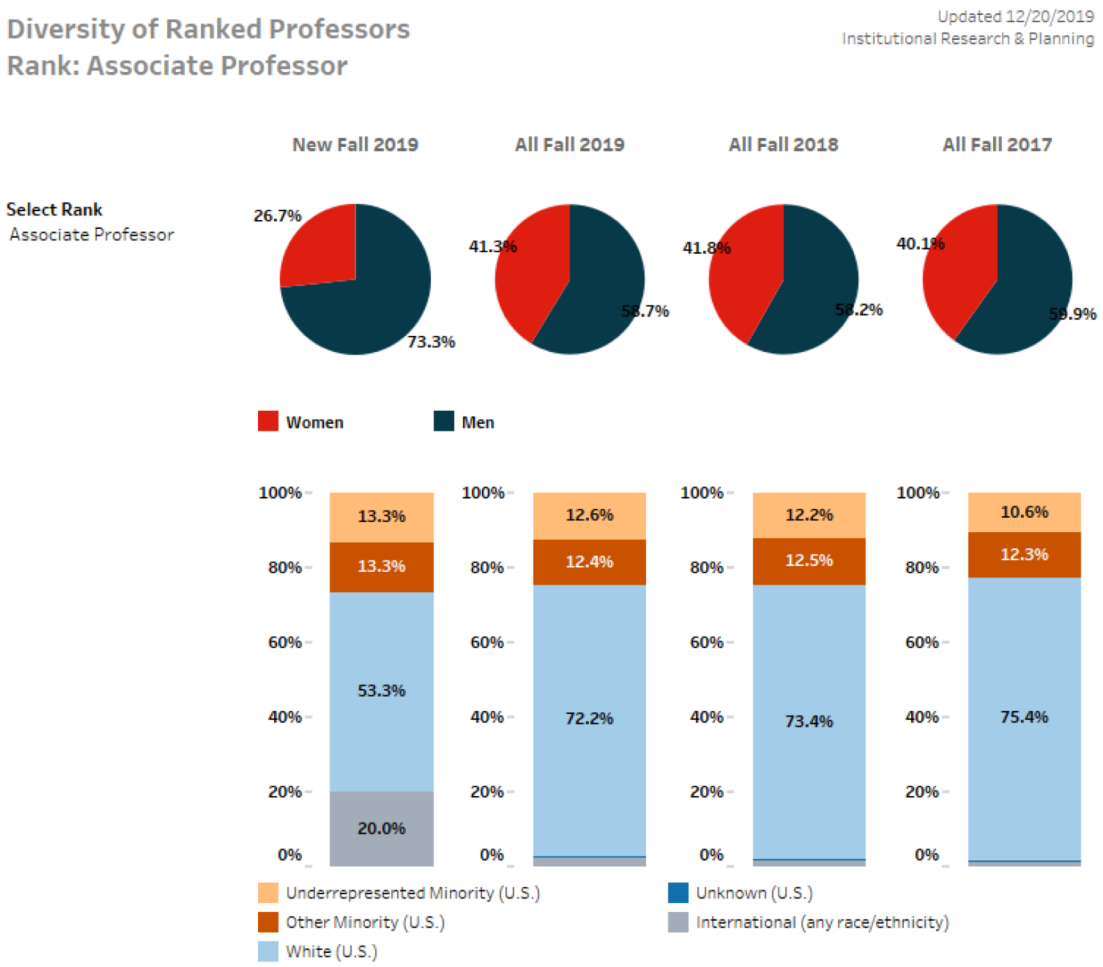
Ranked associate professor compositional diversity



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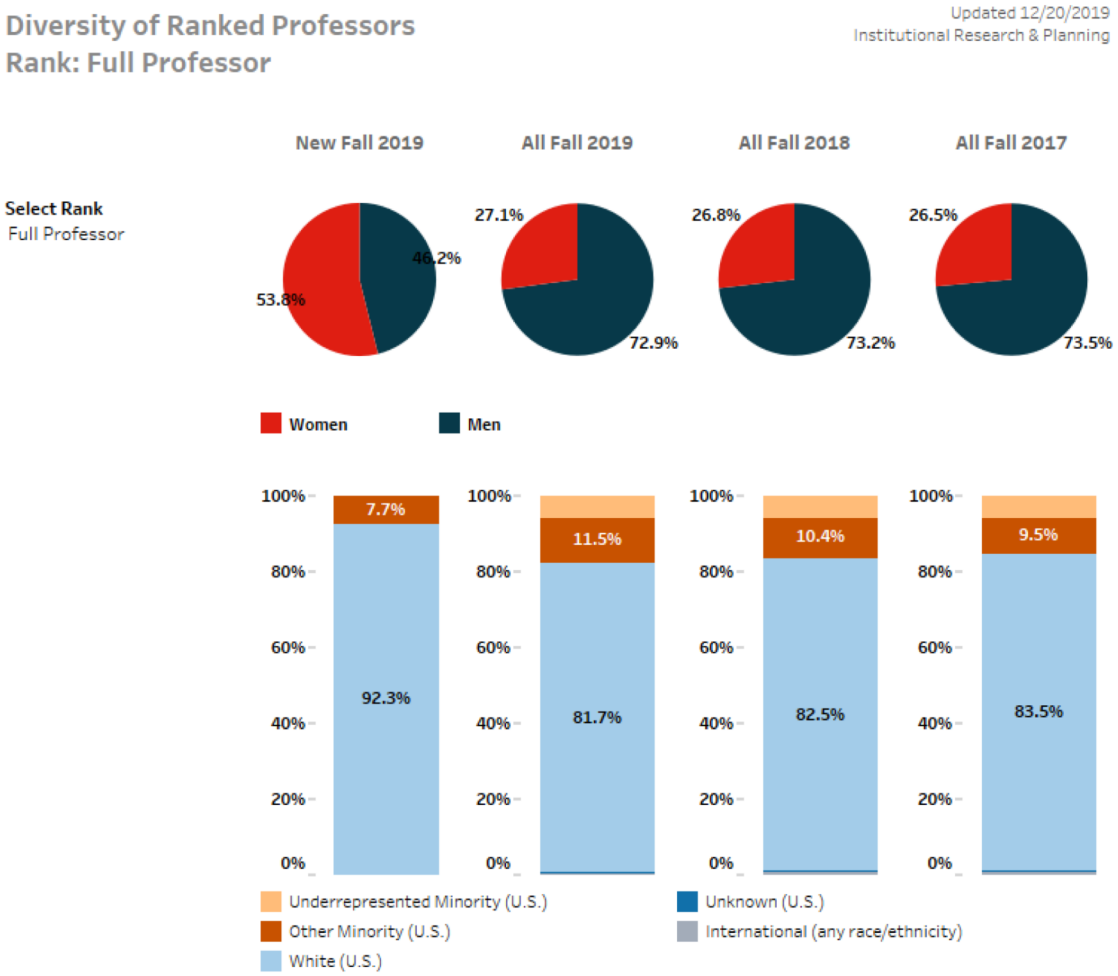
Ranked full professor compositional diversity



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