

Abstract for March 30, 2009 Presentation

***Building Excellence Through Diversity:
Institutional Implementation***

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Most institutions of higher education value diversity in their campus communities, recognizing the benefits of diversity, broadly defined, to their research, teaching and learning, and clinical missions. Many colleges and universities have diverse undergraduate student bodies, with equal representation of men and women and growing numbers of students of color, but faculty diversity has lagged well behind, with women underrepresented in many fields and few faculty of color in virtually any discipline. Many factors contribute to this slow rate of progress. While in many fields the diversity of applicant pools for faculty positions is limited by the low representation of women and minority students among doctoral degree recipients, the pipeline is just one part of the problem, as institutional priorities, cultures, and practices also profoundly affect universities' success in recruiting, advancing, and retaining women and faculty of color.

This presentation will discuss the efforts towards and progress in building and supporting a diverse faculty at Stanford University. As is true for many colleges and universities, increasing faculty diversity has been a goal at Stanford for several decades, though with varying emphasis, approaches, and impact over the years. This presentation will focus on the special efforts of the last ten years 1) to understand the factors that limit progress in increasing the representation of women and minority faculty and affect the quality of life of current faculty, and 2) to develop institutional leadership, guidelines, practices, and resources that should enable progress towards the university's goal of an excellent and diverse faculty. The talk will include some comparative perspectives, as we have benefited from the ideas, efforts, and experiences of other universities in addressing these challenges.

