

**Potential Critical Goals for a Washington University Office of the Vice Provost for Faculty Development and Diversity Based on Harvard Diversity Progress Report for 2008 (compiled by Messbarger):**

- Serve as resource for Schools across university to improve diversity
- Coordinate initiatives across university. to make substantial gains in diversifying WashU faculty and student body. Strategic planning and funding for relevant initiatives key.
- Work with peer institutions to assess diversity and foster intellectual leadership on issues of faculty development as with the MIT 9 Group
- Advocate to improve climate for women and under-represented minorities
- Host programs to expand discourse on diversity
- Collect data, publish data and disseminate data to university community on demographic composition of faculty populations by schools and programs for women and under-represented minorities. By school, provide data on:
  1. women as tenured faculty as percent of total tenured faculty
  2. women tenure-track as percentage of total tenure track
  3. women lecturers as percentage of total ladder faculty
  4. women lecturers as percentage of total faculty
  5. minority tenured faculty as percent of total tenured faculty
  6. minority tenure-track as percent of total tenure track faculty
  7. minority lecture as percent of total ladder faculty
  8. tenured faculty by race/ethnicity as percent of total tenured faculty
  9. tenure track faculty by race/ethnicity as percent of total tenure track faculty
  10. tenured faculty by race and ethnicity
  11. tenure-track by race/ethnicity
  12. ladder faculty by race/ethnicity
  13. women adjuncts as percent of all adjuncts
  14. minority adjuncts as percent of total adjuncts
- **Senior leadership must commit to “moving bar graphs”** in direction of greater diversity across institution
- **Crucial:** Conduct a faculty climate survey (easiest to use Harvard model, which has been implemented by numerous peer institutions). Simultaneously conduct pre-tenure and minority faculty study. Use the results as a baseline for regular future assessments of the climate. Publish results!
- Require all schools and programs to report progress and challenges with respect to diversifying their faculty populations.
- Must create a public resource of accountability on meeting diversity goals. Only by publicizing how schools rate on this will there be accountability and pressure within the university community to improve
- Compare the progress (or lack thereof) of our school and programs to peer institutions. By schools conduct following assessments:
  1. women and tenured and tenure faculty as percent of total tenured and tenure track for Medicine and peer institutions
  2. minority tenured and tenure track faculty as percent of total tenured and tenure track for Medicine and peers

3. as in #1 for Social Sciences
  4. as in #2 for Social Sciences
  5. as in #1 for Humanities
  6. as in #2 for Humanities
  7. as in #1 for Natural Sciences
  8. as in #2 for Natural Sciences
  9. as in #1 for Business
  10. as in #2 for Business
  11. Continue as above with all other schools: Engineering, Education, Law, Social Work, Art...
  12. Tenured Faculty serving as deans by race/ethnicity
  13. Women serving as deans
  14. Rep of women among tenured department chairs
  15. rep of minorities as percent of department chairs
  16. rep. of women among tenured faculty directing research entities
  17. rep. of minorities among tenured faculty directing research entities
  18. rep of women among tenured faculty holding named chairs
  19. rep of minorities among tenured faculty holding named chairs
- Replicate Harvard's PRISE program for promotion of diversity in science and Engineering at the level of undergrad and grad student body
  - Mentor pre-tenure women
  - Child care must be seen as an Operations concern, not a perk of employment
  - Replicate NE HERC: New England Recruitment Consortium: Job postings for dual career couples
  - Establish high profile speaker series on diversity
  - Administration must look to established advocacy groups for women faculty (AWF/AWN) for input on challenges, goals and assessment of progress on diversity