Diversity, Equity & Inclusion (DEI)

IN THE COLLEGE OF SOCIAL SCIENCE

Nwando Achebe

Jack & Margaret Sweet Endowed Professor of History
Associate Dean for Diversity, Equity, and Inclusion
Faculty Excellence Advocate (FEA)
College of Social Science
From 2014/15 to 2018/19, DEI costs have increased by nearly 1/3, but accounts for only 0.49% of university-wide budgets.

<table>
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<tr>
<th>Year</th>
<th>DEI Costs</th>
<th>University-Wide Budget</th>
<th>Diversity, Equity &amp; Inclusion Percentage</th>
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<td>2014/15</td>
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<td>0.49%</td>
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DEI Engagement

Our college is open and welcoming, deriving strength from a plurality of identities and lived experiences. **We will** build a more diverse and inclusive environment to fulfill our mission.

1. Inclusive Climate
2. Faculty Hiring & Retention
3. Developing Future Faculty
Inclusive Climate

The College will ensure an inclusive and welcoming environment for its students, faculty, and staff.
Dean’s Advisory Board on Diversity and Inclusion

Improving the number and quality of workshops, courses, minors and programs to enhance inclusion and civility across campus.
Dean’s DEI Leadership Program

• Developing innovative strategies & programming
• Having meaningful impact on diversity, equity, and inclusion policy
• Collaborating and partnering with Associate Dean for DEI
• Undertaking DEI projects
• Participating in meetings with Dean’s DEI Fellows team
Dean’s Small Grants Program

- Publication of article
- External funding from foundation/charity/non-profit organization
- External sponsorship by commercial, business, or industry
- External funding from local, state, or federal governments
- DEI change in innovations and initiatives
- DEI-focus dissertation research or dissertation
DEI Minors
SOCIETY FOR HUMAN RESEARCH MANAGEMENT STUDY

Companies that have gender and ethnic diversity, are, 15% and 35% more likely to outperform their less diverse peers.
Dean’s Diversity and Inclusion Excellence Awards
Faculty Hiring & Retention and Developing Future Faculty

The College will increase the proportion of tenure-system under-represented faculty via recruitment, support, and retention.
Faculty Hiring & Retention Metrics

2019-2020 FIGURES

Total Tenure Stream Faculty: 315
Total URM (excluding Asians): 48
Percentage of URM (excluding Asians): 15.2%

American Indian or Alaska Native: 0.95% (3)
Black or African American: (18) 5.7%
2 or more races: 0.95% (3)
Hispanic: (24) 7.6%
Dean’s Research Associate Program

2019 & 2020 COHORT

Monique D. A. Kelly
Department of Sociology

Nakia Parker
Department of History

Gabriel Sanchez
Department of Anthropology

Ashlee Barnes
School of Social Work

Lekie Dwanyen
Department of Human Development and Family Studies

Rebecca Karam
Department of Sociology

Meghan Wilson
Department of Political Science
Dean’s Research Associate Program

- **AFRICAN AMERICAN FACULTY**: 27.8%
- **NATIVE AMERICAN FACULTY**: 33.3%
Dean’s Distinguished Senior Scholars’ Program

Dr. Emilie Smith
Department of Human Development and Family Studies

11% INCREASE AFRICAN AMERICAN FULL-TIME PROFESSORS
Actionables

Alumni Dean’s Advisory Board on Diversity and Inclusion
Questions?
Comments?
Concerns?
Thank You
OUR SCIENCE TRANSFORMS THE HUMAN EXPERIENCE AND INSPIRES LEADERS