

CLAS Diversity Committee 2018-19 report

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The CLAS Committee on Diversity met monthly and took under consideration a number of issues related to diversity, equity, and inclusion in the College of Liberal Arts and Sciences.

1. The committee continued its development of a collegiate Strategic Diversity, Equity and Inclusion Plan. The plan will model flexible guidelines for CLAS departments related to advancing diversity, equity, and inclusion in faculty and staff recruitment and retention, student success, and departmental climate. In October, the committee invited Assistant Provost Diane Finnerty to its meeting to discuss the University of Iowa's DEI Digest and new DEI Action Plan, to ensure that the CLAS plan aligned with central administration's DEI mission, values, and goals. In April, the committee invited Assistant Professor Sarah Bruch, co-chair of the UI Charter Committee on Diversity, to present CLAS-specific data from the campus climate survey, which will be used to inform the CLAS Strategic Diversity Plan.

The CLAS Committee on Diversity formed subcommittees to develop goals and strategies for each of the core principles of the DEI plan. These will be developed and finalized in AY 2019-20.

2. The committee reviewed a draft land acknowledgement statement from the Native American Council.
3. The committee evaluated nominations for the Center for Diversity and Enrichment Dean's Achievement Awards and selected two students as the CLAS award recipients: Frederick Cherry (English and Creative Writing) and Logina Mostafa (Global Health and Gender, Women's and Sexuality Studies). They were honored at a CDE ceremony in May 2019.
4. The committee discussed the incidents leading up to, and following, the #DoesUIowaLoveMe campaign, including the action planning sessions organized by VP Melissa Shivers to address the issues raised in the campaign, such as hostile classroom environments and campus sexual assault. In consultation with CLAS Director of Strategic Communications Nic Arp and UI Assistant Vice President for External Relations Jeneane Beck, the committee agreed to adopt a values statement that could be used as the basis for an immediate official response to future incidents of hate and bias on campus.
5. In consultation with Associate Dean for Undergraduate Programs Helena Dettmer and her office, as well as the Office of Teaching, Learning and Technology, the committee successfully arranged to have DEI resources linked via a single "Safety and Support" button under Student Tools on all CANVAS/ICON course sites.

In 2018-19, CLAS employed proactive recruitment strategies to hire 13 full-time faculty of color. Overall, the college had a net gain of 11.72 faculty of color last year.

Regarding the state of diversity in the College, there are currently 162.40 faculty from underrepresented US minority groups out of 783.58 total faculty (20.7 percent), and 44.25 URM staff out of a total of 376.81 (11.74 percent). Of the undergraduate student population, 3167 (of 15749) students are from underrepresented US minority groups (20.11 percent), while the college has 296 URM graduate students out of a total 1909 (15.51 percent). A total of 1034 students from CLAS were registered with Student Disability Services. (Please see appended tables for further details.)

2018-2019 Total Faculty Diversity (Tenure, Clinical, and Instructional Tracks) by FTE

Ethnicity	Male	Female	Total Faculty	Total % by ethnicity
American Indian or Alaskan native	1.00	4.00	5.00	0.65%
Asian or Pacific Islander	44.50	29.10	73.60	9.54%
Black/African American	8.20	12.65	20.85	2.70%
Hispanic/Latino(a)	24.17	20.80	44.97	5.83%
Multi-Racial	4.00	2.00	6.00	0.78%
Not Specified	9.00	10.50	19.50	2.53%
White, not of Hispanic/Latino(a)	317.19	284.46	601.65	77.98%
Grand Total	408.06	363.51	771.57	100.00%
Total faculty by gender		52.89%	47.11%	

771.57 Total Faculty

	Male	Female	Total Faculty	Total % Faculty
Minorities	81.87	68.55	150.42	19.50%
Not Specified	9.00	10.50	19.50	2.53%
White, not of Hispanic/Latino(a)	317.19	284.46	601.65	77.98%
Grand Total	408.06	363.51	771.57	100.00%

Total Faculty Diversity (Tenure, Clinical, and Instructional Tracks) by Gender FTE Comparison by Academic Year

		2018-2019		2018-2019 Total	2019-2020		2019-2020 Total
	Ethnicity	Male	Female		Male	Female	
Minorities	American Indian or Alaskan Native	1.00	4.00	5.00	1.00	3.00	4.00
	Asian or Pacific Islander	44.50	29.10	73.60	46.60	36.90	83.50
	Black/African American	8.20	12.65	20.85	7.00	14.70	21.70
	Hispanic/Latino(a)	24.17	20.80	44.97	22.53	22.67	45.20
	Multi-Racial	4.00	2.00	6.00	5.00	3.00	8.00
Minorities Total		81.87	68.55	150.42	82.13	80.27	162.40
Not Specified	Not Specified	9.00	10.50	19.50	6.92	12.83	19.75
Not Specified Total		9.00	10.50	19.50	6.92	12.83	19.75
White, not of Hispanic/Latino(a)	White, not of Hispanic/Latino(a)	317.19	284.46	601.65	305.80	295.63	601.43
White, not of Hispanic/Latino(a) Total		317.19	284.46	601.65	305.80	295.63	601.43
Grand Total		408.06	363.51	771.57	394.85	388.73	783.58

2019-2020 Net Gain

	Male	Female
American Indian or Alaskan native	0.00	-1.00
Asian or Pacific Islander	2.10	7.80
Black/African American	-1.20	2.05
Hispanic/Latino(a)	-1.64	1.87
Multi-Racial	1.00	1.00
Not Specified	-2.08	2.33
White, not of Hispanic/Latino(a)	-11.38	11.17
Subtotal by gender:	-13.20	25.22
Total Gain:		12.02
Total URM Gain	0.26	11.72

2018-2019 Total Faculty (Tenure, Clinical, and Instructional Tracks) Diversity by Track

Ethnicity	Tenure and Tenure Track		Clinical Track		Instructional Track	
	FTE	% by Rank	FTE	% by Rank	FTE	% by Rank
American Indian or Alaskan native	3.00	0.55%		0.00%	2.00	0.94%
Asian or Pacific Islander	60.75	11.22%	1.00	6.03%	11.85	5.54%
Black/African American	16.85	3.11%	1.00	6.03%	3.00	1.40%
Hispanic/Latino(a)	32.47	6.00%	1.00	6.03%	11.50	5.38%
Multi-Racial	5.00	0.92%		0.00%	1.00	0.47%
Not Specified	8.00	1.48%		0.00%	11.50	5.38%
White, not of Hispanic/Latino(a)	415.15	76.71%	13.58	81.91%	172.92	80.89%
Grand Total	541.22	100.00%	16.58	100.00%	213.77	100.00%

2018-2019 International Faculty (Tenure, Clinical, and Instructional Tracks) Diversity

Ethnicity	International		U.S. Citizen	
	FTE	% of Int'l faculty	FTE	% of U.S. faculty
American Indian or Alaskan native		0.00%	5.00	0.82%
Asian or Pacific Islander	55.85	35.15%	17.75	2.90%
Black/African American	2.00	1.26%	18.85	3.08%
Hispanic/Latino(a)	20.67	13.01%	24.30	3.97%
Multi-Racial	1.00	0.63%	5.00	0.82%
Not Specified	4.00	2.52%	15.50	2.53%
White, not of Hispanic/Latino(a)	75.37	47.44%	526.28	85.90%
Grand Total	158.89	100.00%	612.68	100.00%

International and US Diversity by Gender

2018-2019 Total Faculty (Tenure, Clinical, and Instructional Tracks) Diversity by Citizenship and Gender

	International				U.S. Citizen			
	Male		Female		Male		Female	
	FTE	% of Int'l faculty	FTE	% of Int'l faculty	FTE	% of US	FTE	% of US
American Indian or Alaskan native		0.00%		0.00%	1.00	0.32%	4.00	1.35%
Asian or Pacific Islander	33.50	36.88%	22.35	32.84%	11.00	3.47%	6.75	2.28%
Black/African American		0.00%	2.00	2.94%	8.20	2.58%	10.65	3.60%
Hispanic/Latino(a)	10.67	11.75%	10.00	14.70%	13.50	4.26%	10.80	3.66%
Multi-Racial	1.00	1.10%	0.00	0.00%	3.00	0.95%	2.00	0.68%
Not Specified		0.00%	4.00	5.88%	9.00	2.84%	6.50	2.20%
White, not of Hispanic/Latino(a)	45.67	50.28%	29.70	43.64%	271.52	85.59%	254.76	86.22%
Grand Total	90.84	100.00%	68.05	100.00%	317.22	100.00%	295.46	100.00%

Total Faculty Diversity by Citizenship and Gender FTE Comparison by Academic Year

	Ethnicity	2018-2019				2018-2019 Total	2019-2020				2019-2020 Total
		International		U.S.			International		U.S.		
		Male	Female	Male	Female		Male	Female	Male	Female	
Minorities	American Indian or Alaskan Native			1.00	4.00	5.00			1.00	3.00	4.00
	Asian or Pacific Islander	33.50	22.35	11.00	6.75	73.60	36.35	29.40	10.25	7.50	83.50
	Black/African American		2.00	8.20	10.65	20.85		3.00	7.00	11.70	21.70
	Hispanic/Latino(a)	10.67	10.00	13.50	10.80	44.97	9.20	9.67	13.33	13.00	45.20
	Multi-Racial	1.00	0.00	3.00	2.00	6.00	1.00	1.00	4.00	2.00	8.00
Minorities Total		45.17	34.35	36.70	34.20	150.42	46.55	43.07	35.58	37.20	162.40
Not Specified	Not Specified		4.00	9.00	6.50	19.50		3.75	6.92	9.08	19.75
Not Specified Total			4.00	9.00	6.50	19.50		3.75	6.92	9.08	19.75
White, not of Hispanic/Latino(a)	White, not of Hispanic/Latino(a)	45.67	29.70	271.52	254.76	601.65	43.90	36.00	261.90	259.63	601.43
White, not of Hispanic/Latino(a) Total		45.67	29.70	271.52	254.76	601.65	43.90	36.00	261.90	259.63	601.43
Grand Total		90.84	68.05	317.22	295.46	771.57	90.45	82.82	304.40	305.91	783.58

2019-2020 Net Gain

	International		US	
	Male	Female	Male	Female
American Indian or Alaskan native	0.00	0.00	0.00	-1.00
Asian or Pacific Islander	2.85	7.05	-0.75	0.75
Black/African American	0.00	1.00	-1.20	1.05
Hispanic/Latino(a)	-1.47	-0.33	-0.17	2.20
Multi-Racial	0.00	1.00	1.00	0.00
Not Specified	0.00	-0.25	-2.08	2.58
White, not of Hispanic/Latino(a)	-1.77	6.30	-9.61	4.87
Subtotals:	-0.39	14.77	-12.82	10.45
International Gain:	14.38			
US Citizen Loss:			-2.36	
Total Gain:			12.02	

STUDENTS

Fall 2019 Undergraduate Students	FED_REPORTED_ETHNICITY_DESCR	Count	% of Total
Minorities	African American or Black	530	3.37%
	Alaskan Native or American Indian	33	0.21%
	Asian	662	4.20%
	Hispanic or Latino(a)	1353	8.59%
	Multi-Racial	576	3.66%
	Native Hawaiian or Other Pacific Islander	13	0.08%
Minorities Total		3167	20.11%
Nonresident Alien	Nonresident Alien	790	5.02%
Nonresident Alien Total		790	5.02%
Race and Ethnicity unknown	Race and Ethnicity unknown	312	1.98%
Race and Ethnicity unknown Total		312	1.98%
White, not of Hispanic or Latino(a) origin	White, not of Hispanic or Latino(a) origin	11480	72.89%
White, not of Hispanic or Latino(a) origin Total		11480	72.89%
Grand Total		15749	100.00%

Fall 2019 Graduate Students	FED_REPORTED_ETHNICITY_DESCR	Count	% of Total
Minorities	African American or Black	80	4.19%
	Alaskan Native or American Indian	4	0.21%
	Asian	49	2.57%
	Hispanic or Latino(a)	115	6.02%
	Multi-Racial	47	2.46%
	Native Hawaiian or Other Pacific Islander	1	0.05%
Minorities Total		296	15.51%
Nonresident Alien	Nonresident Alien	400	20.95%
Nonresident Alien Total		400	20.95%
Race and Ethnicity unknown	Race and Ethnicity unknown	95	4.98%
Race and Ethnicity unknown Total		95	4.98%
White, not of Hispanic or Latino(a) origin	White, not of Hispanic or Latino(a) origin	1118	58.56%
White, not of Hispanic or Latino(a) origin Total		1118	58.56%
Grand Total		1909	100.00%

STAFF

Current CLAS Staff - Fall 2019

	Ethnicity	FTE	% of Total
Minorities	American Indian or Alaskan native	1.00	0.27%
	Asian or Pacific Islander	23.00	6.10%
	Black/African American	8.00	2.12%
	Hispanic/Latino(a)	8.00	2.12%
	Multi-Racial	4.25	1.13%
Minorities Total		44.25	11.74%
Not Specified	Not Specified	10.50	2.79%
Not Specified Total		10.5	2.79%
White, not of Hispanic/Latino(a)	White, not of Hispanic/Latino(a)	322.06	85.47%
White, not of Hispanic/Latino(a) Total		322.06	85.47%
Grand Total		376.81	100.00%