

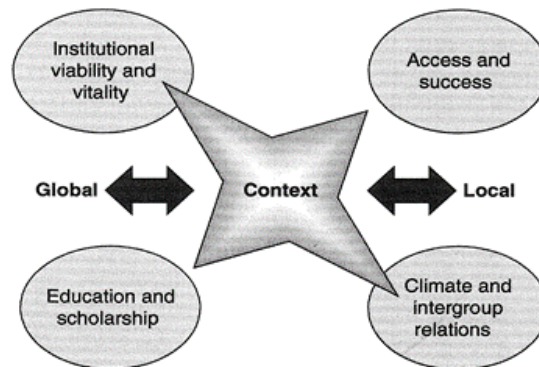


## President and Provost Roundtable Discussion

### *Topic: Diversity in Higher Education*

- What are your thoughts related to SHSU progress in diversity attainment of employees (faculty/staff)?
- What factors—internal and external—impact progress?
- How can the university improve progress?

- Framework for evaluating diversity (p. 14)



*Source. A. R. Clayton-Pedersen, S. Parker, D. G. Smith, J. F. Moreno, and D. H. Teraguchi, 2007, Making a Real Difference With Diversity: A Guide to Institutional Change, Washington, DC: Association of American Colleges and Universities, p. 15.*

- Strategies for overcoming environmental hurdles

- Consider creating opportunities for bringing new faculty into the department by offering a voluntary university-wide early retirement/severance program that offers service credit and/or a substantial incentive payment.
- Once new lines become available through the voluntary severance plan, direct funding toward areas that will enhance representational and curricular diversity by establishing new faculty lines.
- Make the “business case” for the need for greater departmental diversity to the dean and provost to enhance hiring flexibility and overcome bureaucratic approval processes.
- Take advantage of diversity hiring incentives offered by the office of the provost or the chief diversity officer.
- Enhance budgetary resources through grant opportunities designed to strengthen diversity.
- For campuses in isolated geographic locations, consider approaches that create an inclusive faculty environment through retreats and social interactions that create a sense of community and belonging. (p.65-67)

- Diversity Barriers

- No new faculty lines
- Lack of qualified diverse candidates
- Administrative practices
- Compensation
- Need for recruiting resources
- Lack of collegial support and a supportive campus climate
- Geographic location
- Failure to see the difference between international diversity and domestic diversity (pp.107-108)

- **SHSU Data**

SHSU Fall 2015 Populations by Ethnicity and Gender								
Population	White	Black	Hispanic	Asian/Pacific Islander	International	Multiracial	Other/Unknown	Total
<b>Students</b>								
<i>Undergraduates</i>								
Male	3,715	1,132	1,301	117	112	201	183	6,761
Female	5,428	2,092	2,255	153	111	346	255	10,640
<i>Total Undergraduates</i>	9,143	3,224	3,556	270	223	547	438	17,401
<i>Graduates</i>								
Male	508	85	150	33	64	15	25	880
Female	1,011	237	333	33	72	38	26	1,750
<i>Total Graduates</i>	1,519	322	483	66	136	53	51	2,630
<b>Total Students</b>	<b>10,662</b>	<b>3,546</b>	<b>4,039</b>	<b>336</b>	<b>359</b>	<b>600</b>	<b>489</b>	<b>20,031</b>

Population	White	Black	Hispanic	International /Other	Total
<b>Staff</b>					
Male	371	51	56	12	490
Female	557	65	89	17	728
<b>Total Staff</b>	<b>928</b>	<b>116</b>	<b>145</b>	<b>29</b>	<b>1,218</b>
<b>Faculty</b>					
Male	384	12	33	64	493
Female	371	30	26	56	483
<b>Total Faculty</b>	<b>755</b>	<b>42</b>	<b>59</b>	<b>120</b>	<b>976</b>

**Notes:**

Non-resident Alien status is considered International ethnicity for students and employees.

Student population includes any enrolled student as of the Fall 2015 census day, including those with teaching assignments.

Staff population includes employees on payroll in October 2015, including those with Adjunct teaching assignments.

Faculty population includes faculty teaching in Fall 2015 and excludes Adjunct staff.

**Sources:**

Student data obtained from CBM001 certified report for Fall 2015.

Staff data obtained from ODS: Cognos Report - PR\_Payroll\_001\_Employees List Per Payroll Number.

Faculty data obtained from the Office of Academic Affairs custom database.

**References**

1. EVANS, A. a., & CHUN, E. e. (2015). *The department chairs as transformative diversity leader: Building inclusive learning environments in higher education*. Sterling, VA: Stylus Publishing, LLC.
2. For the extended handout, please visit: <http://www.shsu.edu/dotAsset/820d2942-485b-4f29-acfe-b1f5f8133ece.pdf>