Why Diversify the Faculty?

An introduction to current issues
Arguments for diversity

• “A matter of national need.”
• “Science & Engineering workforce impacts our ability to compete in the global marketplace. All talent is needed.”
• “Female and underrepresented minority faculty will help attract and retain female and underrepresented minority students.”
• “Our student population is much more diverse than our faculty.”
Arguments for diversity

- “We have reviewed our priority schools and will recruit where there is a diverse pool of students (comment from a recruiter)
- “Diverse teams are more effective problem solvers.”
- “Diversity enlivens the exchange of ideas, broadens scholarship, and prepares students for lifelong, productive participation in society.”  (Paragraph 2, ISU Strategic Plan)
Faculty composition vs. student population

- Student population in the U. S. projected to be 50% underrepresented minorities by 2050
- Women outnumber men in many majors and institutions
U.S. Population Age 18-24 by Race/Ethnicity: July 1990-99 and Projections to 2050

National Trends: Women Faculty in Engineering

![Graph showing trends in women faculty in engineering]

- Data are for the fall of the academic year indicated.
Women faculty in STEM fields at Iowa State

- Since 2001, percent of Assistant Professors has not increased, staying below 30%
- Percent of Associate Professors has increased steadily, if slowly, to ~25%
- Percent of Professors has increased marginally to ~10%
- (Data taken from Table 1 of ISU ADVANCE Annual Report, Year 1)
Percent Female: STEM Faculty
By Rank

Year

Rank
- Assistant
- Associate
- Full

2001 2002 2003 2004 2005 2006