Faculty Demographics and Hiring

November 5, 2020

THE UNIVERSITY OF ARIZONA

We would like to pay honor and tribute to the original inhabitants of this land. This region includes the ancestral homelands of the Tohono O'odham Nation and the Pascua Yaqui Tribe.

TOPIC: Faculty Demographics and Hiring

Panelists:

- Andrea Romero, Vice Provost for Faculty Affairs

- Judy Marquez Kiyama, Associate Vice Provost for Faculty Development

- Ashley Hurand, Program Manager, UAIR

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Meeting Arrangement

This meeting is an official meeting of the University of Arizona.

- As with any official meeting, courtesy and professionalism are paramount.

    - See UHAP 7.01.01 Statement on Professional Conduct: *We are inclusive and respectful and we provide a safe environment for those who work, learn, and visit with us.*

- The meeting will be recorded, and the Q&A and Chat feeds will form part of the official record of this meeting.

- Anyone who engages in ad hominem attacks, or uses foul language, or limits the voices of others will receive one warning from the moderator team. If the behavior continues the individual will be removed from the meeting.

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Housekeeping

- **To ask questions live** during the webinar, please **submit your question in the Q&A window and raise your hand** using the hand icon located on the bottom of Zoom page.

- When called upon, you will be unmuted for others to hear. Please expect a slight lag. Due to Zoom limitations, we regret we are not able to show your video image without losing your access to the Q&A and chat history.

- The Chat function allows you to send chat messages to your colleagues in the meeting.

- The webinar Recording, the Q&A feed, the Chat feed, and any presentation materials will be available after the webinar at https://provost.arizona.edu/content/provost-forum.

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Faculty Demographics and Hiring

Andrea J. Romero, Ph.D.

Vice-Provost for Faculty Affairs

Judy Marquez Kiyama, Ph.D.

Associate Vice Provost for Faculty Development

Faculty Data and Reports Overview

https://facultyaffairs.arizona.edu/faculty-reports-and-data

- Faculty Current and Longitudinal Demographics
- COVID-19 Survey
- Interfolio Products
- Current Equity Gaps for Faculty to Student
- Search Committee Training & Recommendations

- Spring 2020 COVID-19 Survey
- UAIR Updates
    - https://uair.arizona.edu/content/faculty-demographics
    - https://uair.arizona.edu/content/faculty-tenure

Faculty Data and Reports In Progress

- Faculty Hires and Retention
- SPFI hires
- Fall 2020 COVID19 Survey

Faculty Snapshot

- ## 3,688 Faculty
  - Tenure-track = 1,625
  - Continuing-track=196
  - Career-track = 976 (108 of whom on multi-year contracts)
  - Adjunct = 885

Faculty Activity Reporting Data: Interfolio Products

- UAVitae;
  - UAProfiles views have doubled in 3 years.
  - UAVitae has over 3,000 faculty accounts and 1600 grad student accounts.
  - Report on ***common university-wide measures*** (2017-2019) is forthcoming.
- Review, Promotion & Tenure
  - 398 Cases created;
    - 43 third year reviews.
    - 355 Promotion reviews.

Spring 2020 COVID-19 Survey Results

- 1,885 faculty and instructors participated.

- Summary of remote teaching strategies and what they feel is effective and what is challenging.

- 55% had one or more hours a day caring for others.

- Top three issues;
  - Worried about health/well-being of students
  - Future of UArizona
  - Future of their own financial security

Male/Female Equity Representation

- % of females hired has not changed much in last five years.
- Higher % of males in tenure-track than other tracks.
- 18% representation gap between female faculty and female students.

Ethnic/Racial Equity Representation

- % of white faculty is decreasing slowly in last five years.
    - Native faculty representation below 1% for 9 years.
    - African American faculty representation 2% or below for 9 years.
- % of Latinx faculty is slightly increasing.
- 14% representation gap between Latinx faculty and Latinx students.

Updates to Search Committee Trainings and Materials

Hiring Snapshot

- Faculty hiring in past 4 years;
  - 2,084 hires
    - 19% Tenure-track and 71% Continuing or Career Track.
    - Female and underrepresented ethnic/racial group hires vary by track and by college.
- SPFI hires over 12 years;
  - 66 total offers.
  - 84% retention among those hired.

Current Processes:
Search Committee Training

Recommended for all, and required for the chair and one other committee member.

Email Asya Roberts for on-line training access: asya@Arizona.edu

Training covers;
- Guidance for managing meetings.
- How to recruit a diverse and robust pool of candidates
- How to build a Criteria Matrix
- How to minimize bias and increase fairness at multiple junctures of the process. (https://implicit.Harvard.edu/implicit/takeatest/html)
- Inclusivity in zoom interviews and on-campus interviews
- Evaluation tools

University of Arizona Faculty Equity Ecosystem

It is important to acknowledge that there are still gaps in diverse representation, access and inclusivity

1

Recruitment

Creating targeted diverse-recruitment efforts

- Search Committee Guidelines & Training
  - HR Resources
- Strategic Priorities Faculty Initiative

2

Retention

Building affirming environments and anti-oppressive structures for faculty advancement.

- Promotion Opportunities
- Multi-year contracts for CT
- Salary Equity Review
- FDCP Mentoring Program

3

Excellence

Ensuring a culture to enable a high performing academic enterprise.

- Faculty Development
- Leadership Programs
- NCFDD resources
- FDCP Mentoring Program
- RII resource

Policies- Initiatives- Programs

Thank you to all faculty and to all who support their activities, hiring and promotion.

Thank you to UAIR and the Assessment and Research Team in the Office of the Provost and the Faculty Affairs Team
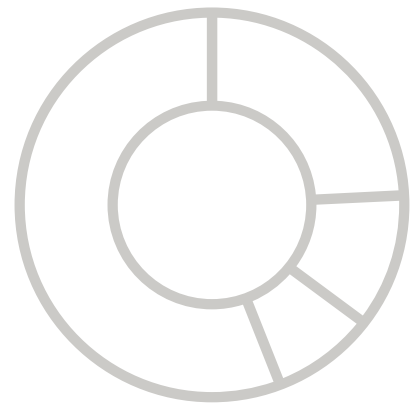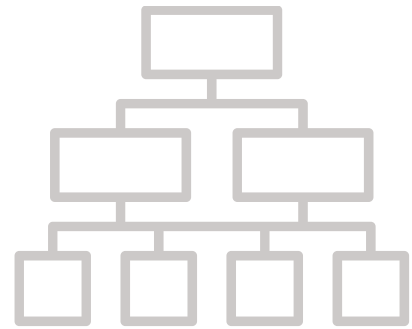
www.facultyaffairs.Arizona.edu

Outline

- Background - Internal Language for IPEDS Reporting

- Three Approaches for Reporting Race/Ethnicity
  - 1. Inclusive Race/Ethnicity *(new)*
  - 2. IPEDS Race/Ethnicity
  - 3. Legacy IPEDS Race/Ethnicity

- Usage Examples

- My Uaccess Details

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Background - Internal Language for IPEDS Reporting

- Over the past decade, the manner in which we capture and report on various data has evolved significantly.

- With this in mind, during the Spring 2020 term, we made some internal changes to the IPEDS reporting language to represent individuals more inclusively.

Original Language	New Language
~~Non-resident alien~~	International
~~Hispanic or Latino~~	Hispanic or Latinx

Three Approaches for Reporting Race/Ethnicity

- In response to an evolving national and campus conversation about race and racial inequities in higher education, UAIR is thinking more deeply about our reporting structures for race/ethnicity.

- As a result, we have decided to offer additional race/ethnicity reporting options.

1. Inclusive Race/Ethnicity (new)

Overview

- Employees will be counted in every race/ethnicity group in which they have self-identified in UAccess Employee.
  - Therefore, the total counts will exceed the overall total headcount in this case.

Suggested Use Cases

- Internal Reporting
- To capture the most inclusive picture of racial/ethnic demographic distribution on our campus.

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2. IPEDS Race/Ethnicity

Overview

- Based on current federal reporting guidelines, employees end up grouped into a single category, which prioritizes 'Hispanic and Latinx' over all other race/ethnicity categories.

- Employees who have reported multiple race/ethnicity values, not including Hispanic/Latinx, will be counted in the 'Two or more' grouping.

- All International employees under various visa categories are grouped under 'International', otherwise referred to as 'Nonresident alien' by IPEDS. Census data is available back to Fall 2010.

Suggested Use Cases

- External reporting
- Peer analytics against other institutions of higher education
- Certain cases where it is important to count each student only once

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3. Legacy IPEDS Race/Ethnicity

Formally known internally as 'UA Ethnicity' or 'Pre-2010 IPEDS Ethnicity'

Overview

- Based on legacy (pre-2010) federal reporting standards that have persisted for internal reporting needs, **employees will be placed into the highest single ranked race/ethnicity grouping that they have provided from the list below:**

Suggested Use Cases

- Internal use only
- Certain cases where it is important to count each employee only once and there is value in emphasizing our 'American Indian or Alaska Native' population.

|			
1	American Indian Or Alaska Native	5	Asian
2	Native Hawaiian or Other Pacific Islander	6	White
3	Hispanic or Latinx	7	Not Reported (Unknown/Other)
4	Black or African American	8	International*

*All International Students studying in the United States under various visa categories are grouped under 'International'

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Race/Ethnicity Values in Each Category
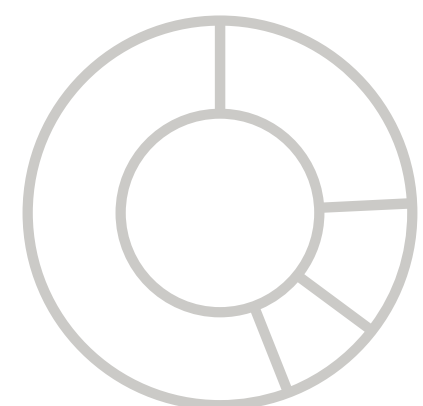
1. Inclusive Race/Ethnicity	2. IPEDS Race/Ethnicity	3. Legacy IPEDS Race/Ethnicity
American Indian or Alaska Native	American Indian or Alaska Native	American Indian or Alaska Native
Asian	Asian	Asian
Black or African American	Black or African American	Black or African American
Hispanic or Latinx	Hispanic or Latinx	Hispanic or Latinx
Native Hawaiian or Other Pacific Islander	Native Hawaiian or Other Pacific Islander	Native Hawaiian or Other Pacific Islander
White	White	White
Not Reported	Not Reported	Not Reported
	International	International
	Two or more Races	

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Examples

- Employee A identifies as Asian in UAccess Employee.

- His country of citizenship is China.

- He is working in-person at main campus domestically on an employment visa.

- **How will he be reported using the three approaches to race/ethnicity?**

- **Inclusive Race/Ethnicity:** Asian
- **IPEDS Race/Ethnicity:** International
- **Legacy IPEDS Race/Ethnicity:** International

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Examples

- Employee B is a resident of Arizona.
- She identifies as both Hispanic or Latinx *and* American Indian or Alaska Native in UAccess Employee.
- **How will she be reported using the three approaches to race/ethnicity?**

- **Inclusive Race/Ethnicity:** Counted once in the Hispanic or Latinx total and counted once in the American Indian or Alaska Native total
- **IPEDS Race/Ethnicity:** Hispanic or Latinx
- **Legacy IPEDS Race/Ethnicity:** American Indian or Alaska Native

# New Dashboard: My UAccess Details
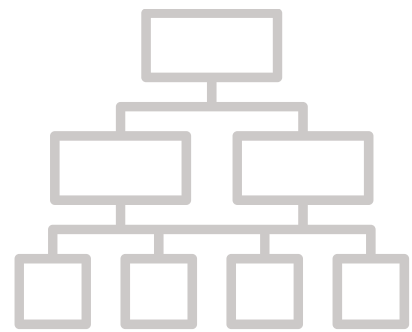
- My UAccess Details provides more transparency around the information that is stored about an individual employee in UAccess systems, including employment information, sex, and reported race/ethnicity.
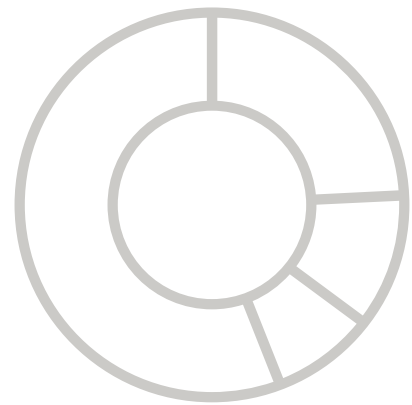
- This dashboard also includes information on how to update reported race/ethnicity.

- PATH: UAccess > Analytics > Dashboards > My Analytics > My UAccess Details.

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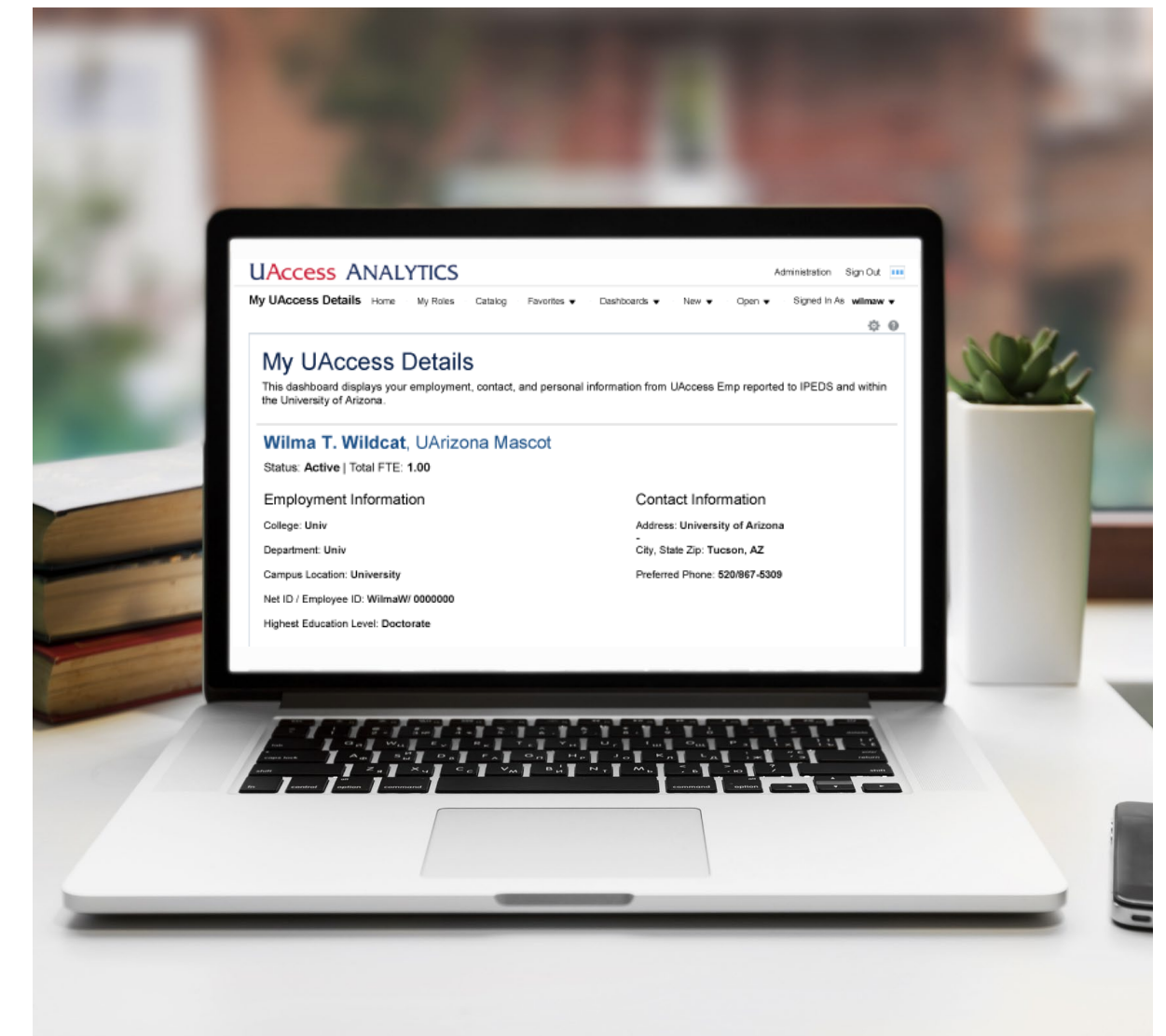
In Closing

- These approaches allow for more flexibility and expanded reporting capabilities, especially through the new Inclusive Race/Ethnicity category.

- This year's fall census snapshot captured Inclusive Race/Ethnicity detail for the first time and will continue to capture both IPEDS and Legacy IPEDS Race/Ethnicity as there are valid use cases for each reporting method.

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Questions and Discussion