The Graduate School and University Center

Faculty Diversity Strategic Plan

Spring 2014 Update
1. OVERVIEW

The 2013 to 2018 Faculty Diversity Strategic Plan commits the Graduate School and University Center to a comprehensive strategy for promoting faculty diversity that takes into account the unique role of the Graduate Center as a center of intellectual activity within the wider CUNY system. This comprehensive strategy includes:

1) Recruiting a Diverse Graduate Center Faculty
2) Cultivating an Environment of Diversity, which in turn involves:
   a) Promoting a Diverse Intellectual Climate
   b) Maintaining a Work Environment that Welcomes Diversity

This report will provide an initial assessment of the Graduate Center’s progress in meeting these goals, based on the metrics proposed in the Fall 2013 Strategic Plan.

2. PROGRESS IN MEETING DIVERSITY GOALS

The 2013-2018 Faculty Diversity Strategic Plan proposed the following Performance Indicators as a framework to assess the implementation of the plan:

1) Recruiting a Diverse Graduate-Center Faculty:
   a) Faculty underutilization
   b) Graduate Center searches
   c) Number of diverse faculty hired, including substitute faculty, visiting faculty and post docs
   d) Number of visiting scholars
   e) Number of trainings about best hiring practices

2) Cultivating an Environment of Diversity:

   Promoting a Diverse Intellectual Climate
   a) Number of working groups/public events of interest to diverse faculty
   b) Number of ARC interdisciplinary research areas

   Maintaining a Work Environment that Welcomes Diversity

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1 The Graduate School and University Center, Faculty Diversity Strategic Plan 2013-2018 (Revised 12/12/2013), Appendix II “Faculty Diversity Strategic Plan Assessment Framework,” p. 9. Some of the language has been amended slightly to more accurately reflect the Graduate Center’s diversity strategies.
c) Number of diverse faculty who received offers from other institutions and who were retained by the Graduate Center

The following represents an initial assessment based on the above-named indicators.

1-a) Faculty Underutilization

Courses at the Graduate Center are taught by faculty based at other CUNY colleges as well as by faculty appointed directly to the Graduate Center. The diversity of both groups of faculty is relevant for diversity assessment.

The last decade has seen marked improvement in the diversity of the doctoral faculty as a whole. In 2004, the doctoral faculty was 80.3% non-Hispanic white (as opposed to in 2014) and 71.1% male. As of April, 2014, the corresponding figures were 74.5% and 63.2%. The absolute number of diverse faculty also increased during this period; the number of Black (non-Hispanic) doctoral faculty increased from 58 to 85, Hispanic faculty from 70 to 126, Asian and Pacific Island faculty from 153 to 263, and Native American faculty from one to four.

The doctoral faculty based at other CUNY colleges is more diverse than the Graduate Center faculty. The doctoral faculty based at CUNY colleges other than the Graduate Center is 73.9% White, 14.7% Asian, 4.3% Black, 6.9% Hispanic, and .2% Native American. The faculty based at the Graduate Center is 87% White, 2.9% Asian, 6.5% Black, and 3.6% Hispanic. While the Graduate Center is less diverse than the CUNY system as a whole, as has been explained in previous reports, underutilization at the Graduate Center should be assessed in relation to the less diverse, older cohort of associate and distinguished professors that constitute the Graduate Center’s hiring pool.

Despite the fierce competition for faculty from diverse backgrounds in the pool of very senior scholars from which we draw, the Graduate Center takes proactive approaches and strategies towards increasing its faculty diversity.

1-b) Graduate Center Searches

The Graduate Center created 12 faculty search opportunities that resulted in appointments of women and minority hires, while other searches remain in progress. The academic disciplines include Anthropology, Art History, Digital Humanities, Educational Psychology, Mathematics, Nursing, Physics and Theatre. Two recent hires of an Asian male and one female in our Physics Ph.D. program speaks to our commitment of recruiting women and minorities in the Sciences. Women and minorities were also hired in the Art History and History programs. In addition, the Center for Place Culture and Politics has successfully recruited an African American woman commencing Fall 2014. In addition, the School of Public Health which comes under the GC’s “University Center” is currently conducting 8 faculty searches of which 1 search has successfully resulted in the hire of an Asian woman commencing Fall 2014.

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2 Figures from the Office of Institutional Research and Effectiveness, the Graduate Center of the City University of New York
3 Executive Order 11246 Affirmative Action Plan (AAP); The Graduate School and University Center, Effective September 1, 2013 thru August 31, 2014.
1-c) Number of Diverse Faculty hired, including Substitute Faculty, Visiting Faculty and Post Docs

The Graduate Center continues to make strenuous efforts to increase the diversity of its faculty. Of 32 new hires, 9% were Black, 3% Hispanic, 9% Asian, and 41% women—an improvement over current levels of representation in almost every category.4

1-d) Number of Visiting Scholars

The Graduate Center has made great progress in attracting visiting scholars and post-docs. As the Faculty Diversity Strategic Plan explained, this is important for increasing the pool of applicants which is one of the most effective means of encouraging diversity. During the academic year 2012-2013, the Graduate Center had 133 visiting scholars and post-docs,5 30 more than the figure for the preceding academic year (103) and more than twice the number for 2010-2011 (60). Figures for 2013-14 are not available yet.

1-e) Number of Trainings about Best Hiring Practices

The Graduate Center’s Affirmative Action program calls for broad outreach and proactive recruitment campaigns to attract members of protected groups and provide equal employment opportunities for all candidates. The Graduate Center conducted a total of 54 faculty search committee trainings focused on attracting a broad range of diverse and highly qualified applicants, utilizing extensive discipline specific outreach.

2a) Number of working groups/public events of interest to diverse faculty

With an extraordinary calendar of events open to scholars and the general public, the Graduate Center continues to promote a diverse intellectual environment, while raising the profile of the university to diverse potential applicants. The Advanced Research Collaborative, the Bildner Center for Western Hemisphere Studies, the Center for the Humanities, the Center for Jewish Studies, the Center for Latin American, Caribbean and Latino Studies, the Center for Lesbian and Gay Studies, the Center for Place, Culture and Politics, the Center for the Study of Women and Society, the Gotham Center for New York City History, Just Publics, the Leon Levy Center for Biography, Live at 365, the Middle East and Middle Eastern American Center, the Martin E. Segal Theatre Center, the PhD Program in Urban Education, and the Voices of the GC, each sponsored diversity-promoting events—often multiple events—during the past academic year. The Institute for Research on the African Diaspora in the Americas and the Caribbean (IRADAC) alone hosted or co-sponsored more than 32 events in the Spring Semester of 2014 (see Appendix I and II). In addition, student organizations within the Doctoral Students Council sponsored a large number of diverse events at the Graduate Center.

This is an area in which the Graduate Center has made exceptional progress in recent years and through which it has made a fundamental contribution to intellectual diversity in the CUNY system as a whole.

2b) Number of ARC interdisciplinary research areas

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4 Figures are from the CUNYFirst Gender and Ethnicity Report as of 5/13/2014. This report includes all full-time and part-time faculty titles.
5 Available figures represent both post-docs and visiting faculty.
There are currently six ARC interdisciplinary research areas, which include: Inequality, Immigration, Digital Humanities, Urban Futures, Social and Political Thought, and the Black Atlantic/African Diaspora. As discussed in the Strategic Plan, these interdisciplinary research areas foster diversity in multiple ways, including by helping to create an environment supportive of the intellectual interests of diverse scholars.

The ARC has also contributed to an environment of diversity by funding graduate students working on areas of particular interest to diverse faculty, including the Knickerbocker Awards for Archival Research in African and American studies, which funded 50 students from 11 different disciplines with awards of $4,000 each.

2c) Number of diverse faculty who received offers from other institutions and who were retained by the Graduate Center

The Graduate Center has a very strong record when it comes to retaining our faculty from underrepresented groups when they receive offers from other universities. Since July 2013, the Graduate Center successfully retained 3 minority faculty members, 2 of them Black (67%) and 1 Hispanic (33%).

CONCLUSION: ASSESSMENT OF ONGOING EFFORTS TO PROMOTE FACULTY DIVERSITY

The Graduate Center plays a unique and vitally important role in maintaining an intellectual and professional environment conducive to fostering faculty diversity in the CUNY system as a whole. While the Graduate Center must continue to improve in some areas, particularly the diversity of its faculty, the university has made significant progress in fostering a diverse environment, which will continue to bear fruit in coming years in terms of increasing faculty recruiting and retention in the Graduate Center and the City University of New York.

APPENDICES

Appendix I: Partial List: Graduate Center Events Promoting Diversity (Fall 2013 - Present)

Advanced Research Collaborative
- Invisible Women: Storytelling in the Domestic Workers Bill of Rights Campaign

Bildner Center for Western Hemisphere Studies
- Orientalism in the Hispanic and Luso-Brazilian World
- The Cuban Tradition of Return
- The Mexican Digital Libraries
- The Other in the Making of Cuban Identity

Center for the Humanities
- The Black Atlantic @ Twenty
- (Un)Making a Dominican: The Context for Denationalization
- H.D. and Jean Epstein: Queer Modernism, Spectatorship and the Specimen
- A Story of Two Museums: An Ethnographic Exhibition
- Sexing Sound: Music Cultures, Audio Practices and Contemporary Art

Center for Jewish Studies
- No-one Ever Dies Illegally in Auschwitz: The Nazis’ Obsession with Legalizing the Holocaust
- In Your Face: A Provocative Incident in Amsterdam, 1778: Secularization, Acculturation & the Jewish Beard
- Auschwitz: The Great Escape
- Hitler’s Children
- American Jews & the Russian Revolution: A Transnational Perspective on the Rise of Communism & Anti-Communism in the United States
- The Jews of Afghanistan
- The Making of a Minority: Jews as the Time of the Collapse of the Ottoman Empire and the Rise of the Turkish Republic
- Jews under the Sign of the Cross: The Case of the Earliest Film Reports of the Campst

Center for Latin American, Caribbean and Latino Studies
- Report on Demographic, Economic and Social Transformations in the Mexican-Origin Population of the NYC Metropolitan Area 1990-2010

The Center for Lesbian and Gay
- Gay Media in America
- Embodiment: A Portrait of Queer Life in America
- Queer Black Trouble: In Life, Literature and the Age of Obama
- The University Pool: A Film Screening and Talk

Center for Place, Culture and Politics
- A Conversation with Malalai Joya
- When Mother Comes Home for Christmas: Filmmaker Nilita Vachani
- Hunger and Inequality in the Global South
- Politics and the 2014 Sochi Winter Olympics: Jules Boykoff & Jane Buchanan in Conversation
- Mass Incarceration, Deportation, Stop and Frisk: The Urban Ecology of the Prison-Industrial Complex
- Putting the Law in its Place – Reflection on the Queer Political Project in India
- Food Justice, Food Sovereignty: Building Global Solidarity towards a Just Food System

Center for the Study of Women and Society
- Notes in the Queer Brain: Can There Be a Critical Research on Sex/Gender in Neuroscience?
- Cartographies and Cartouches: A Geographical Imagination of Accumulation and Dispossession
- ‘Our version of consciousness raising groups’: Gender, Race and the Political Economy of Feminist Blogging
- The Brain, Truth and Underwear: The Clinical Management of Gender in Children

Gotham Center for New York City History
- Jews: A People’s History of the Lower East Side
- City of Ambitions: FDR, La Guardia and the Making of Modern NY
- Miss Anne in Harlem: The White Women of the Black Renaissance
- Priests of our Democracy: The Supreme Court, Academic Freedom and the Anti-Communist Purge
- SOSÚA: Making A Better World: A Film Screening
- The New York Nobody Knows: Walking 6,000 Miles in the City
- The Italian American Table: Food, Family and the Community of New York City
- The Changing Status of Women in New York City, 1913-1950: The Case of Theresa Bernstein

Just Publics @ 365
- Juan Battle Discusses the Social Justice Sexuality Project

Leon Levy Center for Biography
- The Red Man’s Bones: George Catlin, Artist and Showman
- Dorothy O. Helly Lecture: Lady Bird Johnson
- Breathless: An American Girl in Paris
- Scott Anderson: Lawrence in Arabia: War, Deceit, Imperial Folly and the Making of the Modern Middle East

Live @ 365
- Hawaiian Song: An evening of contemporary and traditional Hawaiian music by a mother and son duo

Middle East and Middle Eastern American Center
- The Poetics of Pan Arabism: A Lecture with Robyn Creswell

Martin E. Segal Theatre Center
- Performing New York City: How Theater and Performance Can Survive the Next Decade
- Facing Our Truth: Short Plays on Trayvon, Race and Privilege

PhD Program in Urban Education, Doctoral Student Council and the Postcolonial Studies Group
- Decolonization and Social Science Research/ers

Symposium
- Interdisciplinary Symposium on Niccolo Machiavelli

Voices of the GC
- Associate Provost Ann Henderson on Women in the Sciences

Appendix II: IRADAC scheduled events, Spring 2014
02/14/14 – IRADAC Fellows Meeting, 12:30pm-2pm, rm 8301
02/14/14 – Black Women in Jazz Performance – Debbie Carter, 6:30-8:30pm, Elebash Recital Hall
02/19/14 – cosponsored event [Medgar Evers College] Farah Jasmine Griffin, 6:30pm-8:30pm, rm C197
02/21/14 – Africana Studies Dissertation Discussion – H Roz Woll, 2-4pm, rm 8301
02/26/14 – A Question of Africa – Keith Obadike, Mendi Obadike, Greg Tate – Skylight Room
02/27/14 – The Neue Black: Africana Studies from Berlin to New York - Sabine Engwer, Kristin Moriah and Chelsea Schields
02/28/14 - Africana Studies Dissertation Discussion – Calvin John Smiley, 2-4pm, ARC Conference Room – 5318
02/28/14 – IRADAC Works In Progress – Natalie Leger, 4-6pm, ARC Conference Room – 5318
02/28/14 – cosponsored event [w/AfroLatin@ Forum] Afro-Latino Film Screening
03/04/14 – IRADAC Advisory Board Meeting
03/07/14 – IRADAC Works In Progress – Jean-Yves Plaisir, 2-4pm, President Large Conference Room – 8201.01
03/10/14 – A Question of Africa – Maaza Mengiste, Lyrae Van Clief-Stefanon – Skylight Room
03/13/14 – cosponsored event [w/English Students Association] Currents of the Black Atlantic
03/14/14 – IRADAC Works In Progress – Candice Jenkins, 2-4pm, President Large Conference Room – 8201.01
03/14/14 – IRADAC Fellows Symposium, 4-7pm, rm C201
03/19/14 – Brown Bag Lunch w/ Denise Ferreira da Silva, 12:00-2:00pm
03/20/14 – Gloria Thomas Memorial Lecture – Denise Ferreira da Silva, 5:30-7:30pm, Martin Segal Theatre
03/21/14 – Africana Studies Dissertation Discussion – Ian Foster, 2pm-4pm, rm 8301
03/21/14 – Hip Hop Psy Creative Maladjustment, 4:30-9:30pm, Elebash Recital Hall
03/28/14 - Africana Studies Dissertation Discussion – Anne Donlon, 2pm-4pm, ARC Conference Room – 5318
03/28/14 – IRADAC Works In Progress – Vilna Treitler, 4pm-6pm, ARC Conference Room – 5318
04/03/14 – Feminism, Civil Rights/African Anti-Colonialism – 1:00pm-7:30pm, 9206/9207 Beverly Guy Sheftall, Jeanne Theoharis, Cheryl Johnson- Odin, Tuzyline Allen, Barbara Ransby, Peyi Soyinka-Airewele
04/04/14 - IRADAC Works In Progress – Natasha Gordon Chipembere, President Large Conference Room – 8201.01
04/10/14 – co-sponsored event [w/CLAGS], Patrick-Ian Polk 6:30-8:30pm, Skylight Room
04/11/14 - IRADAC Works In Progress – Lesley Rennis, 4pm-6pm, ARC Conference Room – 5318
04/25/14 - Africana Studies Dissertation Discussion – Christine Pinnock, 2pm-4pm, ARC Conference Room - 5318
04/25/14 - IRADAC Works In Progress – Yadira Perez, 4pm-6pm, ARC Conference Room – 5318
04/30/14 – C.A.S.E. Meeting [CUNY Africana Studies Exchange], 5pm-7pm
05/02/14 – IRADAC Fellows Meeting, 12:30pm-2pm, rm 8301
05/02/14 - Africana Studies Dissertation Discussion – Angelina Tallaj-Garcia, 2pm-4pm, ARC Conference Room - 5318
05/02/14 - IRADAC Works In Progress – Andrew Smallwood, 4pm-6pm, ARC Conference Room – 5318
05/06/14 – A Question of Africa – Colombia Sergio Mosquera & Alfredo Vanin – Martin Segal Theatre
05/07/14 – A Question of Africa – Colombia: Film Screening and reception for Sergio Mosquera & Alfredo Vanin
05/08/14 – co-sponsored event [w/ASG, ACP], End-of-Year Party