The Graduate School and University Center

Faculty Diversity Strategic Plan

Spring 2016 Update
1. OVERVIEW

The 2013-2018 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 2015 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 plan¹:

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
   c) Graduate Center Diversity Task Force
   d) Graduate Center Diversity and Inclusion Website
   e) Honorary Degree Recipients and Distinguished Alumni Medal

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.
Maintaining a Work Environment that Welcomes Diversity

f) 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-Latino white and 71.1% male. As of June 2016, the corresponding figures were 73.4% and 61.2%. The absolute number of diverse faculty also increased during this period; the number of African American (non-Latino) doctoral faculty increased from 58 to 99, Latino faculty from 70 to 152, Asian and Pacific Island faculty from 153 to 293, 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 72.5% White, 14.7% Asian, 4.7% African American, 7.5% Latino, .2% Native American, and .4% two or more races/ethnicities. The faculty based at the Graduate Center is 87.3% White, 3.7% Asian, 5.2% African American, and 3.7% Latino.

Underutilization of central line faculty and visiting scholars was further reduced this year due to 36 new hires of which 44% are women, 14% Latino, 8% African American and 14% Asian. Anticipated 2016-2017 hires total 38 reflective of 66% women, 11% African American, 18% Latino, 16% Asian, 3% Italian American and 3% two or more races. 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 appointed 65 faculty members between 2014 and 2016 resulting in diversity hires of women, Italian Americans, Latinos, Asians and African Americans. The academic disciplines include Advanced Research Collaborative, Center for Advanced Study in Education, Center for Place Culture and Politics, English, Environmental Psychology, Futures Initiatives, History, Institute for Language Education in Transcultural Context, IRADAC, Library, Leon Levy Center for Biography, Mathematics, Music, Nursing,

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2 Figures from the Office of Institutional Research and Effectiveness, the Graduate Center of the City University of New York
Public Health, Philosophy, Sociology and Theatre. Searches currently in progress include 3 faculty positions in Biology and 1 in Anthropology.

1-c) Number of Diverse Faculty hired, including Substitute Faculty, Visiting Faculty and Post Docs

During 2015-2016, The Graduate Center increased visiting scholar diversity by 34% with the addition of 29 hires.

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, 4 30 more than the figure for the preceding academic year (103) and more than twice the number for 2010-2011 (60). During 2013-2014, 2014-2015 and 2015-2016 the number of visiting scholars were approximately 136, 167 and 182 respectively. Countries represented by the 2014-2015 cohort included Argentina (1); Australia (4); Austria (3) Belgium (4); Brazil (26); Cameroon (1); Canada (3); Chile (1); China (PRC) (21); Colombia (1); Czech Republic (2); Denmark (2); France (5); Germany (6); India (2); Iran (3); Israel (2); Italy (13); Kyrgyzstan (1); Luxembourg (1); Morocco (1); Nepal (FDRN) (1); Poland (5); Romania (1); Serbia (1); South Africa (2) Spain (12) ;Stockholm (1); Strasbourg (1); The Netherlands (2); Turkey (6); Ukraine (2); United Kingdom (12); and United States (18).

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 25 faculty search committee trainings (includes MHC and SPH) focused on attracting a broad range of diverse and highly qualified applicants, utilizing extensive discipline specific outreach, and University recruitment resources such as Direct Employers and Higher Education Recruitment Consortium (HERC).

2-a) 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

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4 Available figures represent both post-docs and visiting faculty.
(IRADAC) alone hosted or co-sponsored several events during Spring 2016 (see Appendix I). In addition, student organizations within the Doctoral Students’ Council sponsored 22 diversity 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.

2-b) Number of Advanced Research Collaborative (ARC) interdisciplinary research areas

There are currently four (4) ARC interdisciplinary research areas: Inequality, Immigration, Multilingualism and Digital Humanities. These interdisciplinary research areas foster diversity by helping to create an environment supportive of the intellectual interests of diverse scholars. In 2015-2016 there were 8 visiting faculty scholars from underrepresented groups (2 Latino, 2 African American, 3 Asian American, 1 Italian American), 16 females and 9 males for a total of 25.

The ARC has also contributed to an environment of diversity by funding graduate students working on areas of particular interest to diverse faculty. In 2015-2016 there were 12 students from underrepresented groups (5 Latino, 4 African Americans, and 3 Asian Americans) out of a total of 29 who represented 10 different doctoral programs. Anticipated faculty scholars for 2016-2017 will total 24 of which 10 are men and 14 are women. Minority representation within this group of scholars includes 4 Latinos, 2 African Americans and 3 Asian Americans.

2-c) Graduate Center Diversity Task Force

During Spring 2014, the President created a diversity task force and implemented various recommendations. For details, (click here and here).

2-d) 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 African American (67%) and 1 Latino (33%). This year, 1 Asian American faculty member has been retained.

2-e) GC Diversity and Inclusion Webpage

The Graduate Center recently launched its diversity and inclusion webpage that highlights current and future initiatives that builds on diversity and inclusiveness within the Graduate Center community. Areas of interest include student and faculty spotlights, news, events calendar, resources and diversity statistics. For details, (click here).
2-f) Honorary Degree and Distinguished Alumni Medal Recipients

The Graduate Center proudly awards honorary degrees and alumni medals to distinguished and diverse scholars. For details of the Graduate Center 2016 Fifty-Second Commencement Exercises (Click here).

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 continues to improve 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 – Spring 2016)

Advanced Research Collaborative
- New Perspectives on Slaveries in the African World
- ARC Seminar: Ruth Milkman: Immigrants…, And Low-Wage Labor Organizing

Bildner Center for Western Hemisphere Studies
- Shifting US-Cuba Relations: Perspective on the US-Cuba Agreement of Dec 17
- New Perspectives on Mexican Culture and Identity
- Cuba: Religion and Reconciliation
- 30 Years of Re-Democratization in Brazil (1985-2015)

Center for the Humanities
- The Black Atlantic @ 20
- Afro-Latinos Now: Race Counts!
- State of Violence: The Diaspora Responds
- Queer Circuits in Archival Times: Experimentation and Critique of Networked Data
- Fight for the City: School Desegregation, Race, Resistance and Class Struggle

Center for Jewish Studies
- How Could this Happen/ Explaining the Holocaust
- Italian Jews in Context: Relations, Exchanges, Networks
- John Efron: “German Jewry and the Allure of the Sephardic”
- Testimony and the Silent Witness: Using Artifacts to Tell the Story of a Life

Center for Latin American, Caribbean and Latino Studies
- Citizenship and Empire: The Impact of the Jones Act on the People of Puerto Rico
- Panel on the Puerto Rican Debt Crisis
- Indigenous Migration from Latin America Workshop Series

CLAGS: Center for LGBTQ Studies
- Seminar in the City: Queer Sex Work in the City
- After Marriage Equality in Ireland
- Queer People of Color and Gentrification in New York City
- LGBTQ Pride Month: A Conversation with Jose Antonio Vargas

**Center for Place, Culture and Politics**
- Confronting Racial Capitalism: The Black Radical Tradition & Cultures of Liberation
- The Post-Apartheid Moment: An Evening of Solidarity with the Western Cape Anti-Eviction Campaign
- The Hand That Feeds: Migrant Worker’s Poetry, Performance and Film
- “From Nathaniel Turner to William R. Jones:” The Second Annual Philosophy and Religion in Africana Traditions Conference
- This Muslim American Life

**Center for the Study of Women and Society**
- Prison is a Form of Violence Against Women.
- Making Sense of Intersex with Ellen Feder
- Women Writing Women’s Lives: The Dorothy O. Helly Lecture
- Empowerment of Women and Sustainable Development
- Paisley Currah, “Are Transgender Politics Feminist?”

**English**
- Sound Study Latina/o Radio Plays

**European Union Studies Center**
- Holocaust Memory and Holocaust Consciousness

**Gotham Center for New York City History**
- Jackie Robinson’s Brooklyn
- Built with Faith: Italian American Imagination and Catholic Material Culture in New York City
- Recovering New York’s Black Past from a Distance: A Conversation with Shane White and David Waldstreicher
- New York’s Local Shops: Keeping Small Business Alive in a Global City
- Crossing Broadway: Washington Heights and the Promise of New York City
- What We Bring: Talks and Performances Marking the 50th Anniversary of the Hart-Cellar Immigration Reform Act

**Immigration Seminar Series**
- Everyday Illegal: When Policies Undermine Immigrant Families

**Institute for Research on the African Diaspora in the Americas and the Caribbean**
- Writing Black Lives in the African American Freedom Struggle
- Digital Diaspora: Now and Then and When, “Digitizing the Schomburg”
- A Question of Africa: Okey Ndibe
- Black Women in Jazz
- Gloria Thomas Memorial Lecture with Mona Eltahawy
- Audre Lorde/Essex Hemphill Memorial Lecture with C. Riley Snorton
- Art, Race and Fluidity in the Dominican Republic and Haiti
- A Conversation with Poet Nathaniel Mackey
- Navigating Future Spaces: New Directions in Studies of the African Diaspora
**Intellectual Publics**
- Travel & See: Black Diaspora Art Practices since the 1980s
- Reconciliation Projects: Ancestry and DNA in Black Political Culture
- Mimi Thi Nguyen and Kandice Chuh on Beauty

**Leon Levy Center for Biography**
- 25th Anniversary of Women Writing Women’s Lives

**Live @ 365**
- Songs of Love and Faith: Southern Africa’s Malawi Mouse Boys
- Freedom of Expression: Emel Mathlouthi’s Arabic Trip-Hop
- Rajasthani Songs from the Desert of Pakistan: Mai Dhai Ensemble
- Ancient Korean Music Today
- Mexican Music, Dance and Poetry from Veracruz

**Macaulay Honors College**
- Million Dollar Women
- Immigration & the Future of New York
- Supporting Excellence: Organizing for Racial and Gender Justice
- Arts for All: Theatrical Titans Discuss Diversity
- Policing Reproduction: A Symposium

**Middle East and Middle Eastern American Center**
- Gender and Sexuality in the Arab Uprisings
- Fiction, Humor and Social Critique in the Israeli-Palestinian Context
- Human Rights, Visibility and Subversive Spaces in Syrian Prison Literature
- Fusion of Culture and Dance
- A Thousand and One Journeys: The Arab Americans
- Book Launch for Strangers in the West: The Syrian Colony of New York City, 1880-1900