

**Affirmative Action Report, Faculty
May 2015**

I. Hiring profile for 2014-15

- a) This profile for new hires excludes teaching fellows, adjuncts, post-docs, and physical education faculty hires following the IPEDS¹ survey procedures for race/ethnicity data.
- b) Hamilton made the following new faculty appointments for the 2014–15 academic year: 8 tenure-track hires and 20 full-time visiting appointments.
- c) The 8 tenure-track hires included 5 female faculty members and 3 male faculty members. Six tenure-track hires were white, 1 was a faculty member of color, and 1 was a non-resident visa holder. The 20 full-time, visiting hires included 10 female and 10 male faculty members; 4 visiting hires were faculty members of color, 13 were white, and 3 held visa status. (Federal guidelines require us to report non-resident faculty members by their visa status rather than their racial/ethnic self-identification.)

II. Race / ethnicity

- a) Hamilton IPEDS data on racial/ethnic identification for all full-time faculty members in 2014-15 is presented in Table 1. There are 38 faculty members of color (18.8% of the faculty), up from 37 individuals (18.3%) last year. The White, non-Hispanic category contains the most faculty members, followed in order by the Asian/Pacific Islander category, the Hispanic category, the Black non-Hispanic category, and the non-resident category. The graph of Hamilton IPEDS data over the last five years (Fig. 1) shows only a slight increase in the percentage of full-time faculty of color at Hamilton from 17% to 18.8%.
- b) Fig. 2 graphs the percentage of tenured and tenure-track faculty members of color across the past five hiring seasons. The percentage of faculty members of color within the tenured rank has increased slightly. The percentage of faculty members of color in tenure-track positions has decreased substantially over this time period, beginning in 2011-12. These percentages decrease due to resignations, non-reappointment, and promotion to associate professor and increase due to hires and changes in visa status. Since the drop in percentage of faculty of color in the assistant rank began in 2011-12, 4 faculty of color were tenured, 3 were not tenured, and 1 resigned to take a job elsewhere. These changes were off-set by the hires of only 3 faculty members of color.
- c) Using the broad disciplinary categories defined by the SED, a comparison of current national SED data for doctorate recipients of color with Hamilton's tenured and tenure-track faculty of color shows the percentage of faculty members of color at Hamilton to be above the 2012 national pool in the humanities and arts group and in the social science group and below the current national pool in the sciences (Fig. 3). Note that the Hamilton number reflects a 40-plus year hiring history, while the SED data are only for 2012.
- d) Information about our standing among our NESCAC peers (excluding Tufts) can be examined using fall 2013 data, which is the most recent data set available from IPEDS. Based on 2013 data (Table 2), Hamilton's overall percentage of faculty members of color was fifth among this peer group of ten colleges. Table 2a reports that Hamilton is also fifth among the same group in regard to percentages of tenured and tenure-track faculty members of color.
- e) Faculty retention by race/ethnicity is examined by comparing tenure-track hires and departures for each cohort hired annually between 2004 and 2013 (Table 3). Combining tenure-track faculty who left with and without tenure, a higher percentage of the faculty of color (45.7% / 11 individuals) left than did white, non-Hispanic faculty (20.7% / 6 individuals).

¹ IPEDS = Integrated Postsecondary Education Data System, the federal government's data collection system. The system includes a wide range of surveys including enrollment, graduation rates, admissions, and other institutional characteristics; additionally collects data on finances, financial aid, and human resources, including faculty and non-faculty counts, salaries, and benefits. Data include all full-time faculty members. (G. Hewitt).

Summary of race/ethnicity data

1. For 2014-15, there was little change in the number of full-time faculty members of color at Hamilton from the previous year (an increase of one person). Of the 24 faculty members who were on tenure-track in 2014-15, 66.7%(16 individuals) are white, 20.8% (5 individuals) are faculty of color, and 12.5% (3 individuals) are non-residents.
2. In comparison to current SED data, we have a substantially lower percentage of faculty members of color in the Sciences.
3. Hamilton is at the middle of our NESCAC peers (5th) in terms of percentage of faculty of color in both overall full-time faculty and faculty of color on the track toward tenure (2013 data).
4. Among the cohorts hired between 2004 and 2013 a substantially higher percentage of faculty members of color left, with and without tenure, than did white, non-Hispanic faculty members

Table 1. Full-time faculty count and percentage by race/ ethnicity/ resident status and sex at Hamilton, Fall 2014 (IPEDS).

	Female		Male		Total	
	Count	Overall %	Count	Overall %	Count	Overall %
American Indian/ Alaskan Native	0	0.0	0	0.0	0	0.0
Asian/ Pacific Islander	7	3.5	9	4.5	16	7.9
Black, Non-Hispanic	3	1.5	7	3.5	10	5.0
Hispanic	7	3.5	5	2.5	12	5.9
Multiracial	0	0.0	0	0.0	0	0.0
Sub-total	17	8.4	21	10.4	38	18.8
White, Non-Hispanic	67	33.2	87	43.1	154	76.2
Non- Resident	3	1.5	6	3.0	9	4.5
Unknown	0	0.0	1	0.5	1	0.5
Total	87	43.1	115	56.9	202	100.0

Note: Does not include Physical Education; includes leave replacements.

Fig. 1. Percentage of full-time faculty of color by race/ ethnicity at Hamilton; White, non-Hispanic excluded (IPEDS).

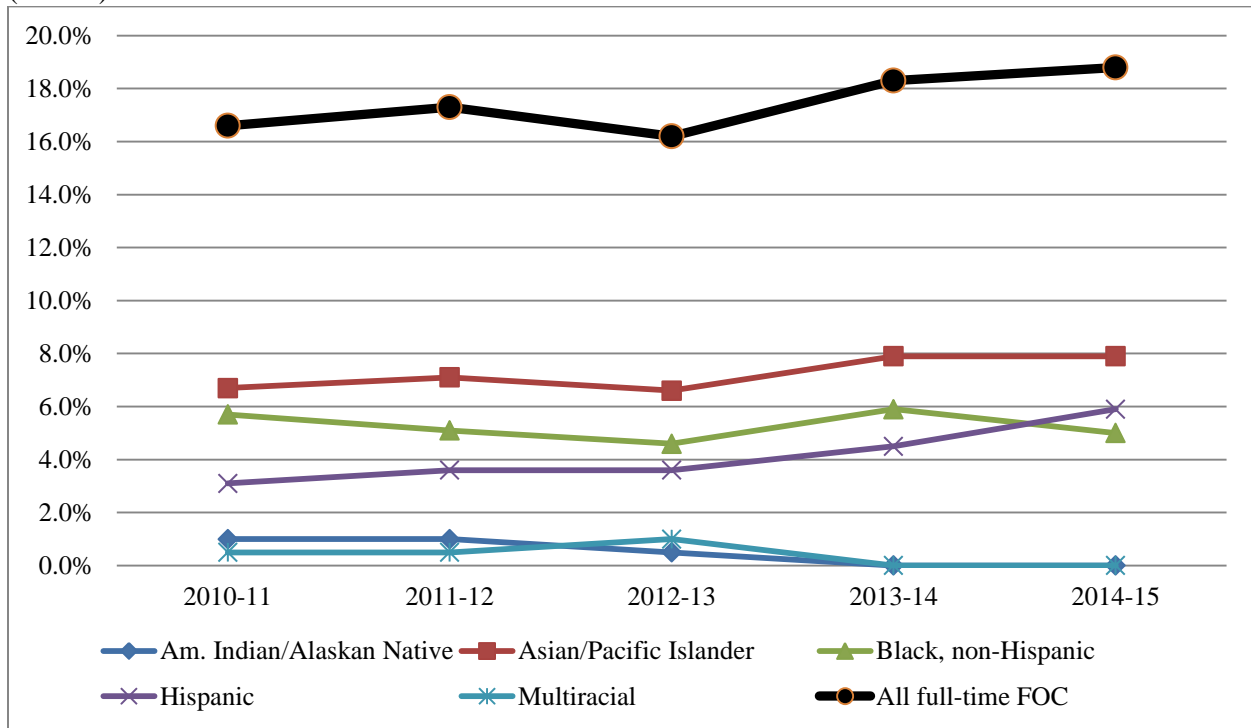


Fig. 2. Percentage of all full-time vs. tenured vs. tenure-track faculty of color at Hamilton (IPEDS).

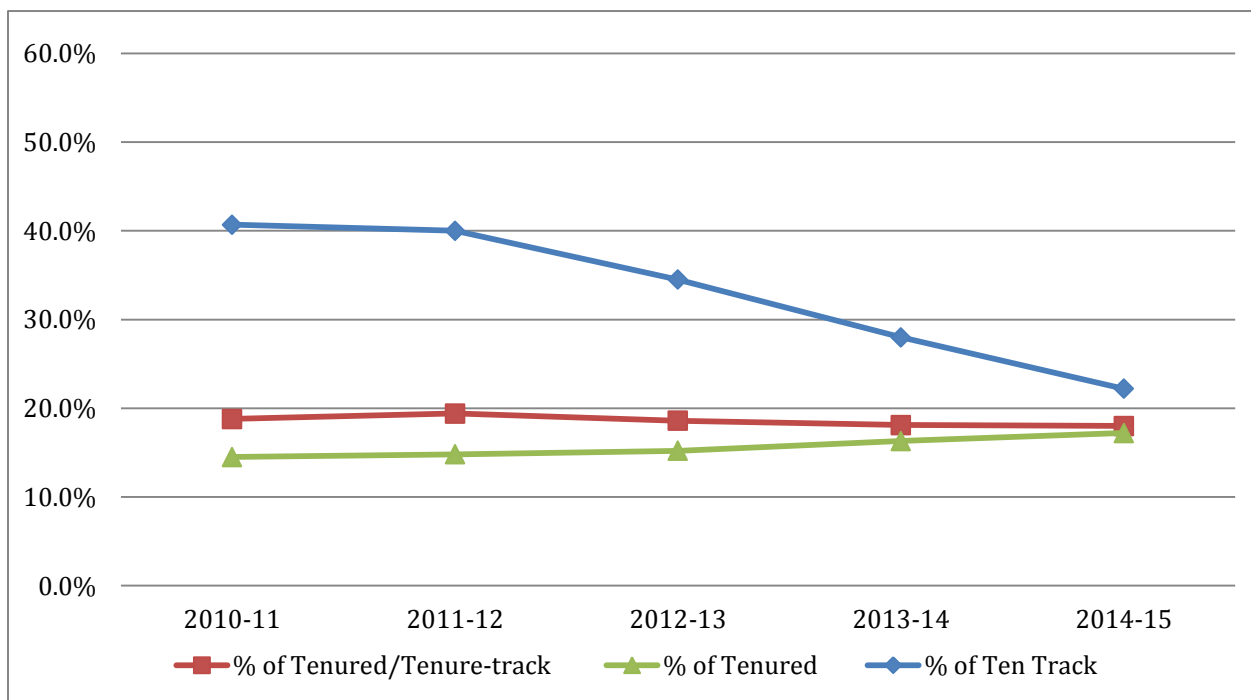


Fig. 3. Percentage of faculty of color among tenured and tenure-track Hamilton faculty (2014-15) and among US earned doctorates, by broad discipline as defined by Survey of Earned Doctorates (2012).

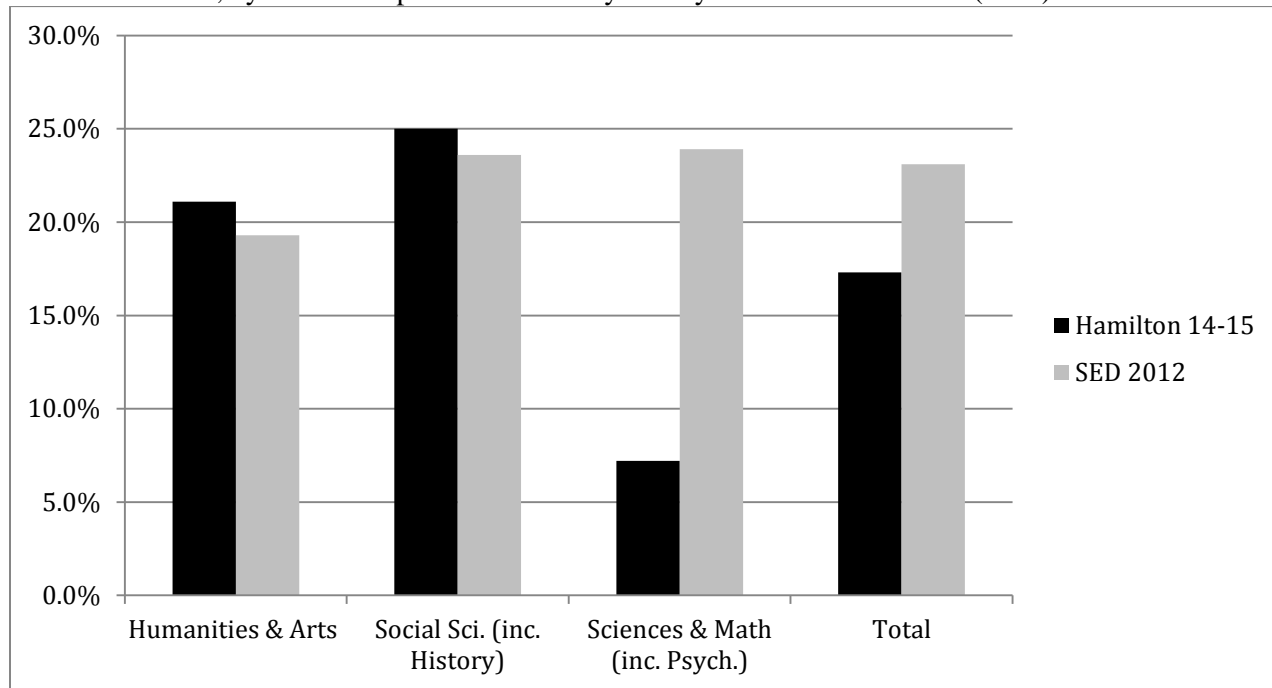


Table 2. Percentages of full-time faculty* by race/ethnicity at NESCAC institutions, Fall 2013 (IPEDS). Sorted by the *Faculty of Color* column.

Institution	Am. Indian/ Alaskan Native	Asian/ Pacific Islander	Black or African Am.	Hispanic or Latino	Two or More Races	<i>Faculty of Color</i>	White	Non- Resident	Unknown
Trinity	0.5%	10.2%	5.1%	6.5%	7.9%	30.2%	69.8%	0.0%	0.0%
Connecticut	0.5%	10.8%	5.9%	4.4%	0.0%	21.6%	77.5%	1.0%	0.0%
Williams	0.0%	9.5%	4.9%	5.6%	0.7%	20.7%	74.4%	0.0%	4.9%
Amherst	0.0%	10.0%	4.1%	2.7%	3.2%	20.1%	68.0%	7.8%	4.1%
Hamilton	0.0%	7.9%	5.9%	4.5%	0.0%	18.3%	76.7%	0.0%	5.0%
Bates	0.0%	5.6%	6.2%	3.7%	1.9%	17.4%	78.9%	1.9%	1.9%
Bowdoin	0.5%	5.6%	2.0%	6.1%	1.5%	15.7%	77.8%	3.0%	3.5%
Wesleyan	0.0%	6.2%	3.8%	4.1%	1.5%	15.7%	71.0%	5.6%	7.7%
Colby	0.0%	5.1%	2.8%	4.0%	1.1%	13.1%	76.7%	8.5%	1.7%
Middlebury	0.0%	5.1%	1.7%	3.7%	1.0%	11.4%	62.0%	12.5%	14.1%
Average	0.1%	7.6%	4.3%	4.5%	1.9%	18.4%	73.3%	4.0%	4.3%

*Includes tenured, tenure-track, and visitors

Table 2a. Percentages of tenured and tenure-track faculty by race/ethnicity at NESCAC institutions, Fall 2013 (IPEDS). Sorted by the *Faculty of Color* column.

Institution	Am. Indian/ Alaskan Native	Asian/ Pacific Islander	Black or African Am.	Hispanic or Latino	Two or More Races	<i>Faculty of Color</i>	White	Non- Resident	Unknown
Trinity	0.6%	7.8%	5.8%	7.1%	11.0%	32.5%	67.5%	0.0%	0.0%
Connecticut	0.6%	11.6%	7.1%	5.2%	0.0%	24.5%	74.8%	0.0%	0.6%
Williams	0.0%	9.5%	5.3%	5.8%	0.8%	21.4%	77.0%	1.6%	0.0%
Bates	0.0%	5.6%	7.9%	4.8%	1.6%	19.8%	77.0%	0.8%	2.4%
Hamilton	0.0%	8.1%	5.6%	4.4%	0.0%	18.1%	80.6%	1.3%	0.0%
Amherst	0.0%	8.6%	3.7%	3.1%	2.5%	17.8%	74.2%	1.8%	6.1%
Wesleyan	0.0%	6.0%	4.4%	3.6%	1.6%	15.5%	74.6%	7.5%	2.4%
Bowdoin	0.6%	4.4%	2.5%	6.3%	0.6%	14.6%	80.4%	1.9%	3.2%
Colby	0.0%	5.0%	3.1%	3.8%	1.3%	13.1%	76.9%	1.9%	8.1%
Middlebury	0.0%	4.5%	1.3%	4.5%	1.3%	11.7%	63.2%	13.5%	11.7%
Average	0.2%	7.1%	4.7%	4.8%	2.1%	18.9%	74.6%	3.0%	3.4%

Table 3. Hires and departures, 2004-2013 cohorts, by race/ethnicity and tenure status.
(revised 12-2-15)

	Asian	Black	Hispanic	Native American	<i>FOC</i>	White	Non- Perm. Res.	Total
Left with tenure	0 0.0%	2 28.6%	0 0.0%	0 0.0%	2 8.3%	0 0.0%	0 0.0%	2 3.6%
Left without tenure	3 42.9%	2 28.6%	2 25.0%	2 100.0%	9 37.4%	6 20.7%	0 0.0%	15 27.3%
Tenured	2 28.6%	2 28.6%	4 50.0%	0 0.0%	8 33.3%	11 37.9%	0 0.0%	19 34.5%
Still on tenure-track	2 28.6%	1 14.3%	2 25.0%	0 0.0%	5 20.8%	12 41.4%	2 100.0%	19 34.5%
Total	7 100.0%	7 100.0%	8 100.0%	2 100.0%	24 100.0%	29 100.0%	2 100.0%	55 100.0%

III. Sex

- a. Currently, 43.1% of full-time faculty members are female, and 38.8% of tenured/tenure-track faculty members are female. These figures are similar to last year's figures (43.1% and 38.1% respectively).
- b. AAUP data (Table 4) indicate little change in the percentage of faculty members at the associate and full professor levels since last year and a drop in the percentage of assistant professors from 48% to 44%. Over the past few years, there has been a gradual increase in the percentage of women in the Associate rank as hiring cohorts with substantial numbers of women move through the tenure process (Fig. 4).
- c. Data from SED indicate the percentage of tenured and tenure-track female faculty at Hamilton is below the national level of 2012 female doctoral recipients in all disciplinary areas (Fig. 5). The gap is smaller in the Humanities than in the Social Sciences and Sciences, with the largest gap found in the Social Sciences.
- d. Table 5 reports faculty hiring and retention by sex for cohorts of tenure-track hires made between 2004 and 2013. During this ten-year time period we hired slightly more women (29) than men (26); however, more women, with and without tenure, (11 or 37.9% of the women hired) left than did men (6 or 23% of the men hired). More men (12 or 46.2%) are still on the tenure-track than are women (7 or 24.1%).
- e. Comparisons of percentages of female faculty for NESCAC colleges (excl. Tufts) using 2014-15 AAUP/HEDS data suggests that Hamilton is in the middle of its NESCAC peers with the exception of assistant professors where we are last (Table 6). Of the ten NESCAC schools for which we have data, we are ranked 7th in the percentages of tenured female faculty, 7th in the percentages of female full professors, tied for 6th in percentage of associate professors, and 10th in the percentage of assistant professors.

Summary of sex data

1. There has been little change in the overall percentages of women in the faculty over the past five years: no change in full professors, slight increase in associates, and a drop in assistants.
2. Hamilton is in the middle of its NESCAC peers in terms of percentage of female faculty who are tenured, except at the assistant professor level where we are last in the percentage of women.
3. Hamilton is below the current SED figures in all academic divisions in terms of percentages of women across the disciplines.
4. Between 2004 and 2013, we have hired approximately equal numbers of female faculty members and male faculty members (52.7% vs. 47.3%). Female faculty members have left in larger numbers than did male faculty members.

Table 4. Percent women among faculty ranks, Hamilton College (AAUP).

Rank	2010/11	2011/12	2012/13	2013/14	2014/15
Assistant Professor	47%	51%	48%	48%	44%
Associate Professor	47%	45%	51%	50%	50%
Full Professor	33%	33%	32%	32%	33%

Fig. 4. Percentage of women among faculty ranks, Hamilton College (AAUP).

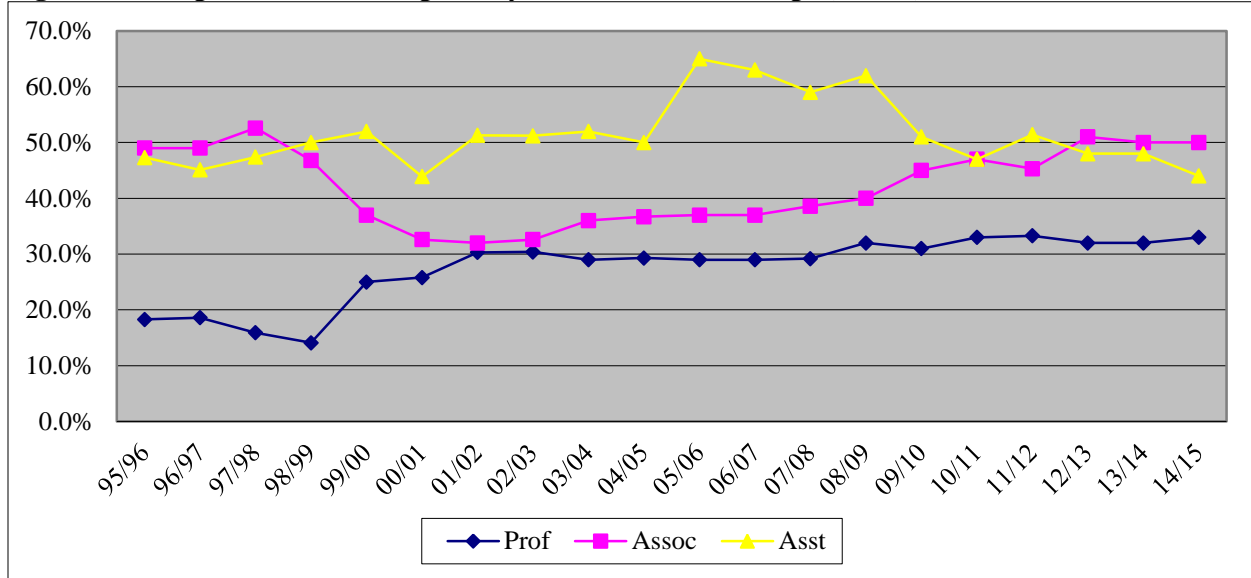


Fig. 5. Percent females among tenured /tenure-track at Hamilton (2014-15) and among US doctorates, by SED disciplines (2012).

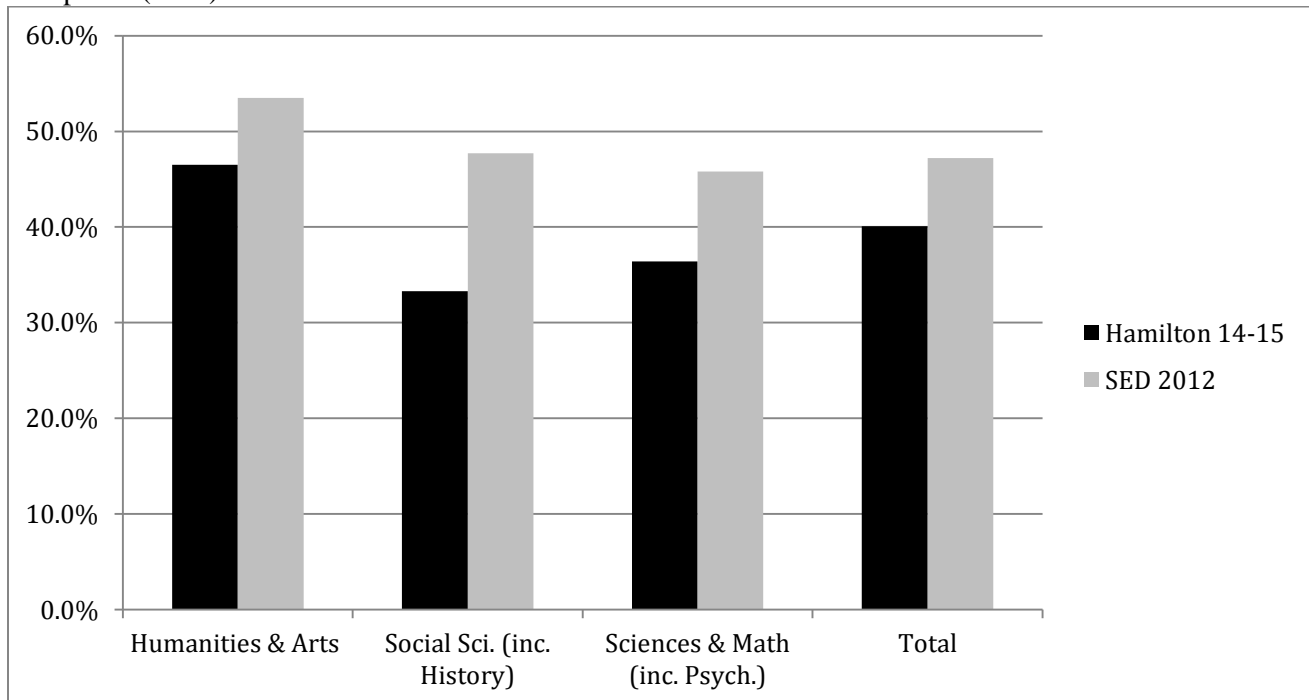


Table 5. Hires and departures, 2004-2013, by sex and tenure status.

	F	M	Total
Left with tenure	1 3.4%	1 3.8%	2 3.6%
Left without tenure	10 34.5%	5 19.2%	15 27.3%
Tenured	11 37.9%	8 30.8%	19 34.5%
Still on tenure-track	7 24.1%	12 46.2%	19 34.5%
Total	29 100.0%	26 100.0%	55 100.0%

Table 6. Percentages of full-time and tenured female faculty members among ranks at NESCAC colleges, 2014/15 (AAUP).

Institution	Tenured	Professors	Associate Professors	Assistant Professors
Amherst	39.3%	36.7%	50.0%	55.1%
Bates	47.8%	35.4%	61.9%	48.7%
Bowdoin	47.0%	43.1%	50.8%	55.6%
Colby	41.7%	38.2%	46.2%	46.0%
Connecticut	37.1%	37.3%	42.0%	69.8%
Hamilton	38.8%	33.0%	50.0%	44.4%
Middlebury	35.3%	30.7%	44.8%	59.0%
Trinity	40.0%	28.6%	52.6%	57.6%
Wesleyan	37.3%	28.2%	56.5%	57.7%
Williams	39.1%	34.2%	52.8%	52.0%
Average	40.3%	34.5%	50.8%	54.6%

III. Race by Gender Hiring and Retention

As indicated in the previous examinations of faculty members who left Hamilton over a ten-year period, a higher percentage of faculty members of color and of female faculty members left Hamilton than did white faculty members or male faculty members. However, examination of hires and departures by race and sex over the same period (Tables 7a and 7b) indicates that it is female faculty members of color who are substantially more likely to leave without tenure (53.3%/8 individuals) than white female faculty members (14.3%/2 individuals). White male faculty members (26.7%/4 individuals) were more likely to leave than male faculty members of color (11.1%/1 individual).

Table 7a. Hires and departures, 2004-2013 cohorts, by women of color and tenure status.

	Asian	Black	Hispanic	Native American	<i>WFOC</i>	White	Non-Perm. Res.	Total
Left with tenure	0 0.0%	1 25.0%	0 0.0%	0 0.0%	1 6.7%	0 0.0%	0 0.0%	1 3.4%
Left without tenure	3 100.0%	2 50.0%	2 28.6%	1 100.0%	8 53.3%	2 14.3%	0 0.0%	10 34.5%
Tenured	0 0.0%	0 0.0%	3 50.0%	0 0.0%	3 20.0%	8 57.1%	0 0.0%	11 37.9%
Still on tenure-track	0 0.0%	1 25.0%	2 28.6%	0 0.0%	3 20.0%	4 28.6%	0 0.0%	7 24.1%
Total	3 100.0%	4 100.0%	7 100.0%	1 100.0%	15 100.0%	14 100.0%	0 100.0%	29 100.0%

Table 7b. Hires and departures, 2004-2013 cohorts, by men of color and tenure status.

	Asian	Black	Hispanic	Native American	<i>MFOC</i>	White	Non-Perm. Res.	Total
Left with tenure	0 0.0%	1 33.3%	0 0.0%	0 0.0%	1 11.1%	0 0.0%	0 0.0%	1 3.8%
Left without tenure	0 0.0%	0 0.0%	0 0.0%	1 100.0%	1 11.1%	4 26.7%	0 0.0%	5 19.2%
Tenured	2 50.0%	2 66.7%	1 100.0%	0 0.0%	5 55.6%	3 20.0%	0 0.0%	8 30.8%
Still on tenure-track	2 50.0%	0 0.0%	0 0.0%	0 0.0%	2 22.2%	8 53.3%	2 100.0%	12 46.2%
Total	4 100.0%	3 100.0%	1 100.0%	1 100.0%	9 100.0%	15 100.0%	2 100.0%	26 100.0%

V. Recruitment and Retention Practices / Initiatives

Over the past five years, the overall number and percentage of faculty members of color and female faculty members at Hamilton have remained fairly stable. However, pre-tenure women of color have left at higher rates than other groups of pre-tenure faculty members, and Hamilton ranks at the bottom of our NESCAC peers in the percentage of female faculty members. We need to intensify our efforts to recruit a diverse faculty and to retain the faculty that we recruit. To those ends, the Dean's office, along with the Committee on Appointments, has offered a number of recommendations and initiatives to help us with recruitment and retention, including the following:

- a) Hired Romney Associates to run a series of workshops on best practices of recruitment with an emphasis on recruiting and retaining diverse faculty members.

- b) Required additional wording in tenure-track ads, asking candidates to address past experiences working with diverse populations or engaging issues of diversity in teaching, scholarship, and service.
- c) Asked each department to develop a list of criteria to guide its evaluation of candidates.
- d) Provided access to discipline-based resources focused on increasing the diversity of search pools.
- e) Created the position of Diversity Advocate for tenure-track searches. The Diversity Advocate is a faculty member selected by the department whose responsibilities on the search committee include keeping issues of diversity at the forefront of the search.
- f) Asked departments to write about the strengths and weaknesses of each tenure-track candidate and to include a discussion of diversity when making their recommendations about the candidate to hire.
- g) Provided feedback on the pool for each tenure-track search at each point in hiring process, collected summary information about each search at its end, and shared this information with all departments doing tenure-track searches.
- h) Sponsored workshops/speakers on bias in reading evaluations and personnel decision-making.
- i) Modified the chair's annual review form to require more specific discussion of faculty members progress toward tenure /promotion in regard to departmental criteria for tenure and promotion.
- j) Suggested that all voting members of department provide input on the annual reviews of pre-tenure faculty members as well as for faculty members preparing for promotion.
- k) Provided for more explicit follow-up at end of the year for pre-tenure faculty members with the ADOF.
- l) Suggested that departments develop written policies for regular class visitations and provide information on enactment of these policies and on mentoring to DOF office in its departmental annual report.
- m) Initiated Faculty Development Groups and provided funding to support these groups.
- n) COA distributed a document on Principles of Evaluation to department chairs.

In addition, we continue to:

- a) Maintain faculty development budgets for 2014-15, including those dedicated for early career faculty: start-up funds, course release for beginning teachers, conference and research travel, grant activity support, etc.
- b) Continue past retention practices of note include the mentoring program for pre-tenure faculty and the availability of course releases/leaves for maternity, parental, and family disability needs.
- c) Provide SED data to departments during tenure-track searches.

Respectfully submitted,

Margaret Gentry
 Associate Dean of Faculty
 Affirmative Action Officer for Faculty