

Minority Faculty Recruiting

Key: Increasing the number of Black faculty
at the University

Where are we now:

221 minority (9%)

87 Black (3.3%) (tenure-track)

Good News:

First in Big Ten (both number and percentage)

First among peers

Trail only WSU in Michigan

Bad News:

Little change over past decade...

Add 4-6 per year...lose the same...

As Provost, I have committed the University
to strong actions in this arena...
and have taken a personal role in!

aking

certain that we make rapid progress

Last Year's Results

head 2 + X-C-P Program

Senior hires:

Homer Neal

leading Black physicist in nation...

chairman of our Physics Department...

perhaps the key to SSC

George Shirley

one of world's leading stars in opera

Claude Steele

outstanding psychologist

Melvin Williams

outstanding sociologist...

and head of our Comprehensive

Studies Program

Herb Winful

laser engineer from Bell Labs...

lasers on a chip

Junior Hires:

Something more was!

necessary

University agreed to provide full funding
from central sources for Black faculty hires...

At all levels...

junior

senior

leadership (chairs...)

We also are providing the additional resources
to attract these people...such as lab
renovations, research, support...

NOTE: In reality, this was through internal
reallocation. That is, we simply scrapped
a certain amount off the top of our budget
base and are now reallocating it back to
units to fund this.

Key result: Provides very strong incentives
at the level of the departments and search
committees...

Progress to date:

6 confirmed hires

12 more under negotiation

project 15 to 20 new Black faculty

□ - **...3 to 4 times higher than ever before**

Other actions

i) Postdoctoral program (in parallel to the K-C-P
program)

ii) Minority faculty development funds

iii) Major expansion of our academic programs
in Black Studies (including a major expansion)

of the Center for African and Afro-American Studies)
We believe we can become a real leader in our
ability to attract and nurture Black faculty at the University.