

## DRAFT

### College of Arts and Sciences Diversity Plan Overview March 5, 2007

#### I. Introduction to the College of Arts and Sciences

The College of Arts and Sciences (CAS) is a diverse group of departments and programs organized into three divisions: Humanities, Social Sciences, and Natural Sciences. The College is made up of approximately 40 departments/programs, 375\* tenure-related faculty, 110\*non tenure track instruction faculty, 80\*officers of administration and officers of research and 75\* classified staff (\* note: figures are full time equivalents or FTE, not head count). According to the Fall 2005 Profile of Students CAS provides a home for approximately 1,225 graduate students and 12,000 undergraduate student majors. The College also provides roughly two-thirds of all UO classes, student credit hours, and majors. The College curriculum spans a wide range of topics and provides a solid education in most areas of fundamental knowledge. Most of the general education courses offered at UO are within in the College. The College considers research and scholarly activities to be an essential part of its faculty members' professional duties, encouraging and supporting research in all three divisions. College faculty members have been awarded with many prestigious research grants and fellowships

#### II. Principles and Overview of Diversity Initiatives

The College of Arts and Sciences has a proven record of promoting, supporting, and achieving diversity, and continues to support programs and initiatives that encourage the development of a diverse faculty, student body, and curriculum. Below we highlight a few examples from the last ten years. Details for some of these initiatives can be found in the divisional reports.

- ***Tenure-related Faculty Hiring:*** 23% of the more than 270 new tenure-related faculty hired during that period have been persons of color. Presently almost 19% of tenure-related faculty members in the College are persons of color, and almost 33% are women.
- ***Promotion, tenure, retention:*** Faculty of color have been promoted, tenured, and retained at rates comparable to the faculty at large.
- ***Department/Program heads:*** Thirteen faculty of color have been appointed as heads of departments or programs.
- ***Endowed chairs/professorships:*** Three faculty of color and six women out of a total of 18 were appointed to CAS endowed chairs or professorships.

- ***Undergraduate student recruitment:*** CAS has worked jointly with the Office of Admissions on strategies to improve recruitment of undergraduates in general, and students of color in particular.
- ***Graduate student recruitment:*** A number of our programs have experimented with pilot programs to both attract and support graduate students of color. Details are available in the divisional reports.
- ***New programs:*** Two major programs developing the curricular and research aspect of our diversity efforts have been launched and funded entirely by CAS, representing over \$1 Million in incremental internal fund re-allocations. These are the new Ethnic Studies Program and the continuing Women and Gender Studies Program. In addition, a number of existing departments, including English and Romance Languages, have substantially expanded their faculty and offerings in the area of ethnic literatures in innovative ways.

These achievements notwithstanding, we are always looking for ways to improve, and have asked departments and divisions to develop their diversity agenda with that goal in mind. The CAS administration believes that initiatives – whether in the areas of curriculum, research, outreach, or elsewhere – should develop out of faculty interest and engagement with students, colleagues, and the larger community, and we encourage our departments to propose new activities. Because new programs and initiatives are resource-intensive and we have limited funding, we cannot support every worthy idea, but must carefully evaluate proposals for evidence of widespread interest among faculty and students, further development of our research mission, and sheer practicality within the financially constrained conditions under which we function.

The three divisions of the College – Humanities, Natural Sciences, and Social Sciences – have different academic missions due to the inherently different natures of these respective fields and, therefore, different needs when it comes to promoting diversity. These different needs are discussed in the divisional reports. With those differences in mind, however, we affirm some basic principles that equally apply to all of us across the boundaries of the divisions:

- Diversity and excellence are not contradictory. CAS divisions have maintained and will always maintain an emphasis on academic quality and merit, and we believe that approach will best serve the larger goals of diversity.
- Diversity exists in many forms. As the May 14, 2006 *University of Oregon Diversity Strategic Action Plan* states (p.16, “Developing a Culturally Responsive Community), the term “diversity” should be understood broadly, as referring to “differences based on race, ethnicity, national origin or citizenship, gender identity, economic class or status, political affiliation or belief, and ability or disability.” All divisions of the College recognize the

complexity of diversity, and are committed to the fair and respectful treatment of every person on campus.

- Diversity initiatives will be most effective when they are integrated within academic life. This means that to be successful, diversity initiatives should be developed and controlled by those close to the academic mission of the divisions. It also means that we should appreciate and welcome the sometimes radically different approaches suggested by different departments and programs.

With these principles in mind and to the extent possible, CAS has provided and will continue to provide financial support for proposals that increase the diversity of the College. Innovative and practical ways to improve diversity within the College are presented in more detail in our divisional plans.

### III. Process

In accordance with our belief that initiatives must develop through grass roots efforts, CAS asked that each department or program develop its own process. As the divisional reports explain, many departments already had a process in place not only for the diversity initiative, but for academic initiatives in general – and that process generally includes soliciting input from faculty, students, and staff. The resulting College plan is based on a multi-faceted, dialectical process of writing, discussion, debate, revision, and resubmission that includes input from a large and diverse body of participants.

After receiving detailed information from the departments and programs, the CAS associate deans drafted divisional plans for the Humanities, Social Sciences, and Sciences. These drafts were circulated and revised within the CAS Dean's Office, and then presented to the Dean's Advisory Group of department heads for their comment and input. After revisions based on this feedback, the drafts went to the larger body of department heads for further discussion and review. The department heads made use of regular departmental processes to seek input from faculty, students, staff, and other interested parties. The final document, the *2007 College of Arts and Sciences Diversity Report and Strategic Action Plan*, was approved by the Dean of the College of Arts and Sciences.

### IV. Summary

The College of Arts and Sciences is pleased to present the *2007 College of Arts and Sciences Diversity Report and Strategic Action Plan*, a plan to which many have contributed. As the plan shows, CAS has actively and successfully developed and supported diversity in almost every aspect of the College. Yet we realize that we must continue to strive for improvement in access, excellence, equality, and opportunity. As the vision statement of the UO Diversity Plan states (p.4), "A university that values diversity respects diversity of opinion...[and] as members of the University community, we take it upon ourselves to protect and enhance intellectual discourse

and to discharge the obligations such investigation requires of us.” The leadership of the College of Arts and Sciences strongly endorses this statement, and we believe our plan will serve us well in further developing diversity and excellence.