Diversity Language Inclusion in STEM vs Non-STEM Faculty Recruitment

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ABSTRACT

UNC Charlotte compared baseline and ADVANCE program initiative years recruiting data revealing **a gap in the use of diversity language between STEM departments and non-STEM departments.** significant indications for STEM disciplines regarding recruitment practices. A content analysis review of faculty job advertisements for diversity inclusive language found a negative relationship between the use of diversity language and ads being in STEM fields. **Diversity language among STEM faculty ads was less than that among other faculty ads.** A noticeable increase in job ad diversity language occurred in all departments in the initial year of ADVANCE Recruiting Workshops for faculty search committees (2006). The ADVANCE program cannot claim credit for all of the increased usage of diversity language in ads, however, it is reasonable to expect that the workshops do increase awareness of the importance of diversity language to recruitment of women and underrepresented minority members.

Recruiting Workshops for Faculty Search Committees

These interactive workshops discuss how to recruit more diverse faculty members and are hosted by ADVANCE, Academic Affairs, Legal, and the Human Resources office. ADVANCE revised these workshops in 2006 to show search committee members ways to help eliminate bias in the hiring process and ways to recruit minority candidates. Role plays demonstrating effective practices and problems that can arise during search committee meetings.

Methodology

224 faculty position ads from 2000-2009 were included in the analysis

Chi-square analysis for diversity language inclusion

57 (25%) were STEM department positions; 167 (75%) were non-STEM

Examples of Diversity Language:

"[we] seek faculty colleagues with diverse backgrounds and experiences who can add to the level of preparation of our graduates to successfully work in a dynamic business environment"

"[the] ability to contribute to diversity initiatives including extending educational opportunities to students of diverse backgrounds is highly desirable"

Overall Diversity Language in Faculty Position Ads 2000-2009

Note: Fewer positions were advertised (open) in 2008 & 2009
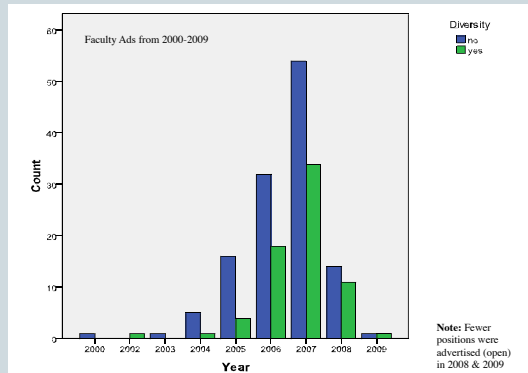
❖Diversity language increased since start of Faculty Search Committee Diversity Recruitment Training

❖2009 marks an even number of ads containing diversity language compared to those ads that do not

❖ More diversity language appears in ads for higher ranking professors (although the differences are small)

Diversity Language in Ads by Rank

|	Diversity Language in Ads Yes	
	2006	2008
Assistant	35% (n=20)	46.2% (n=13)
Assistant or Associate	60% (10)	25% (4)
Associate	0 (3)	100% (1)
Associate or Full	0	0
Full	75% (4)	0

Diversity Language in Faculty Position Ads: STEM vs Non-STEM from 2000 - 2009
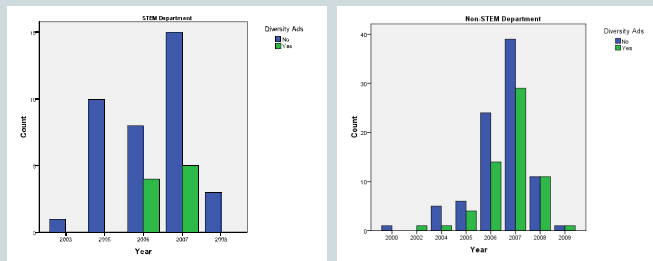
❖Chi-square test reveals a negative relationship between the use of diversity language and ads being in a STEM fields, $x^2=11.184$, p=.001.

❖About 25% of STEM ads (2000-2009) include diversity language compared to half for Non-STEM ads

Ethnicity and Gender of Faculty Candidates 2008-2009
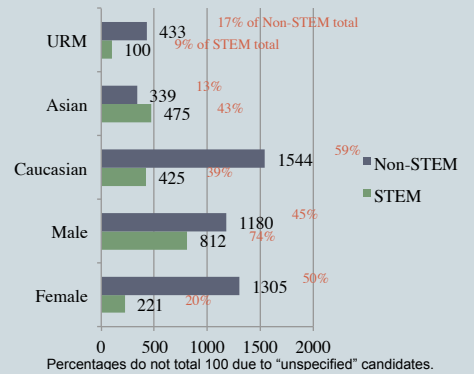
Percentages do not total 100 due to "unspecified" candidates.

❖A chi-square analysis of faculty candidate pool diversity for the 2008-2009 academic year indicated that there are significantly fewer female and underrepresented minority applicants in STEM disciplines than in Non-STEM disciplines, $x^2=418.739$, p=.000.

Conclusions

There is a noticeable increase over time in non-STEM fields in regard to their use of diversity language in their ads. It is interesting to note the large increase in diversity language between 2006 and 2007, the inaugural year of ADVANCE Recruiting Workshops for faculty search committees. In 2008 and 2009, half of the job ads appear to include diversity language. While the increased usage of diversity language among faculty position ads cannot be completely attributed to the ADVANCE Recruiting Workshops, we do believe this study demonstrates the positive impact that these workshops have had within faculty recruiting.

Negative Indicators:
➢STEM departments are still less inclusive of diversity language in faculty job ads.
➢Without diversity language, it is less likely these ads will attract a diverse candidate pool.

Positive Indicators:
➢This increased use of diversity language has been successful at attracting diverse candidate pools in Non-STEM fields (which traditionally have fewer problems attracting diversity).
➢STEM fields have begun increasing diversity language use, which we believe will increase the diversity of candidate pools.