



Advancing Faculty Diversity

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Notable initiatives in AY 2020-2021

New initiatives

- IDEAL Provostial Fellows
- Race in America (RiA) cluster hire initiative

Ongoing initiatives

- Faculty Incentive Fund appointments
- Faculty Development Initiative



IDEAL Provostial Fellows

- Launched in the fall of 2020
- Nationwide search yielding 652 applications
- Five fellows selected
- Three year appointments
- Fully scaled up: 15 fellows in 3 cohorts

AY 2021-2022 Cohort of IDEAL Provostial fellows



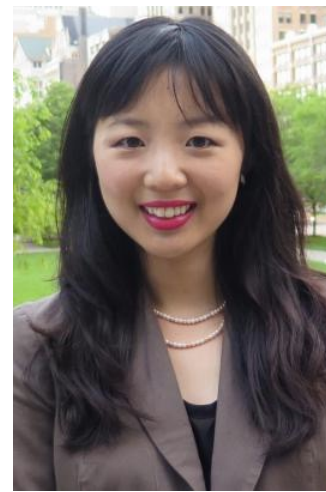
Catherine Duarte
Epidemiology



Kelly Nguyen
Classics



Jordan Starck
Psychology



Eujin Park
Education



Michela Simmons
Sociology

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Cluster Hire: Race in America Initiative (RiA)

A total of 10 billets to be filled

Six in the social sciences and humanities

- Search committee chaired by Claude Steele (H&S)

Four in STEM fields

- Search committee co-chaired by Carla Pugh (SoM) and James Landay (SoE)

RiA Progress Report

Non-STEM searches

- Six offers accepted or pending
- Four offers have been accepted: Religious Studies, History, Law, Education
- Two offers are pending: Economics, Sociology

STEM searches

- Two offers pending in Epidemiology (SoM)
- One offer pending in Civil and Environmental Engineering
- Three candidates under active consideration (faculty vote pending)
 - › Mechanical Engineering
 - › Management Science and Engineering
 - › Earth System Science
- Four candidates deferred for an interview and further consideration in the fall

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Ongoing Initiatives

Faculty Incentive Fund

- The University's oldest diversity program
- Eight appointments across the University in 2020-2021

Faculty Development Initiative

- Two appointments
- Two pending

Combined Initiatives

- 12 confirmed appointments pending or accepted
- 28 appointments including pending recruitments (12 FIF/FDI + 16 RiA)
 - › An upper bound because not all pending recruitments will yield an appointment

The Upshot

- An effort of abundant success in a time of crisis
- Lessons learned about the quality of diverse faculty
- Stanford has the capacity and wherewithal to recruit a diverse faculty
 - › A truly campus-wide effort
 - › The Stanford community at its best

AY 2021-2022 will have the most diverse cohort of new faculty in the University's history

Framework Task Force

- A committee consisting of 18 faculty from across the University
 - › Co-chaired by Claude Steele and Matt Snipp
- Charged with two major tasks by Provost Drell and Dean Satz
 - › Consider the case for creating a Department of African and African American Studies (AAAS)
 - › Re-imagine the way that scholarship about race and ethnicity is organized at Stanford
- Progress report
 - › Recommendation to create a Department of AAAS
 - › Moving toward a two-fold vision of scholarship
 - The way this scholarship engages the Stanford community
 - The way this scholarship engages the world beyond Stanford

Current status of STEM cluster hire

Status of the STEM Cluster Hire	
Candidate Submissions	139
Candidates interviewed (to date)	11
Candidates pending interview in the fall	4

Offers currently extended	
Epidemiology and Population Health	2 candidates
Civil and Environmental Engineering	1 candidate

Candidates currently being voted upon, pending offer	
Mechanical Engineering	1 candidate
Management Science and Engineering	1 candidate
Earth System Science	1 candidate