

FACULTY PROGRESS REPORT FOR EQUAL OPPORTUNITY AND DIVERSITY PROGRAMS FOR THE 2003-04 ACADEMIC YEAR

Faculty Affirmative Action Data 2003-04

Overall, 2003-04 was a year of “holding steady” for the University in regard to our ability to attract and retain women and minorities. However, there was progress in specific areas in the recruitment and promotion of women. In addition, many initiatives for diversity were launched during 2003-04, holding promise for the future. There was continued lack of change in recruitment and retention of African-American and Hispanic faculty and slow growth for women and minorities at senior levels. This report addresses both the strengths and weaknesses of current equal opportunity and diversity initiatives. The 2003-04 report is based on Case-Paid faculty only.¹

Hiring Procedures

During the period covered by this report, the Faculty Diversity Officer in the Case Office of Equal Opportunity and Diversity monitored all faculty searches. The NSF ADVANCE ACES Diversity Specialist created a pilot program for systemic education and oversight of search committees in the ACES departments to ensure that appropriate measures were taken to include women and under-represented minorities in candidate pools; this plan is scheduled to be implemented university-wide by 2006-07. There are still few incentives and/or rewards for search committees to follow diversity initiatives while conducting a search.

Diversity Applicant Pool goals are established for individual departments biennially. The goals are determined by comparing current faculty composition in each department or school with the proportion of available women and minorities in the respective professional arena nationwide. For those departments who have fewer women and under-represented minorities than the national arena numbers, recommendations for increasing the diversity of the applicant pool are made for that department or school. The University’s overall objective is that the faculty composition in each department will reflect the composition of the national pool of individuals in that discipline. For those departments that are underutilizing women and under-represented minorities and for which increases in the applicant pool have been recommended as a goal, the Faculty Diversity Officer and the ACES Diversity Specialist serve as a resource to the chairs of search committees to recommend special measures that should be taken to identify women and People of Color as potential candidates, and to broaden the search in ways that will include a larger number of under-represented candidates.

The total number of full-time faculty paid through Case as of January 2005 was 1357. During the past five years, the University made some progress in the recruitment of women— total women in the faculty have risen from 28% in 1999 to 33% in 2005. Including only Case-paid faculty in the School of Medicine, 33% of all Case faculty members are female, a two percent increase from 2002-03. Three percent of all Case-paid faculty members are African-American, a number remaining constant since 1999. Two percent of Case-Paid faculty are Hispanic-American, a number remaining constant since 1999. In our peer comparative urban universities with medical Schools, New York University and Tulane University have both attracted more African-American and Hispanic faculty members than Case. Asian-Americans are not currently under-represented minorities at Case, as 9% of all faculty members are Asian-American. Minority faculty members (including Asian-American faculty) constitute 13% of the faculty.

¹ As in reports from previous years, the 03-04 report is given in the following academic year, to allow time for data collection.

32% of the faculty members in the College of Arts and Sciences were women, 3% were African-American, and 2% were Hispanic-American. The Frances Payne Bolton School of Nursing's faculty is 92% women and 8% African-American. The School of Dentistry's faculty is 27% women, 11% African-American, and 3% Hispanic-American. The Weatherhead School of Management's faculty is 21% women, 3% African-American, and 1% Hispanic-American. MSASS's faculty is 46% women, and 12% African-American. The School of Law's faculty is 26% women, and 9% African-American. The School of Medicine's Case-paid faculty is 33% women, 2% African-American, and 2% Hispanic-American.

Three Year Comparison of the Schools 2002-2005:

In 2002 and 2003, 33% of the faculty in the College of Arts and Sciences were women. In 2004, women faculty were 32% of the College. In 2002 and 2003, two percent of the College's faculty were African-American, and in 2004, three percent of the faculty in the College were African-American. In 2002, 1% of the College's faculty were Hispanic-American. In 2003 and 2004, Hispanic-Americans were 2% of the faculty.

In 2002 and 2003, 7% of the faculty in the School of Engineering were women. In 2004, women faculty were 10%. In 2002, 2003, and 2004, one percent of Engineering's faculty were African-American. In 2002 and 2003, 1% of Engineering's faculty were Hispanic-American. In 2004, Hispanic-Americans were 0% of the faculty.

In 2002, 22% of the faculty in the School of Dentistry were women. In 2003, 24% of the faculty were women, and in 2004, women faculty were 27% of the School. In 2002, 10% percent of Dentistry's faculty were African-American, in 2003 12% were African-American, and in 2004, 11% of the faculty in Dentistry were African-American. In 2002 and 2003, 3% of the School's faculty were Hispanic-American. In 2004, Hispanic-Americans were 2% of the faculty.

In 2002 and 2003, 94% of the faculty in the School of Nursing were women. In 2004, women faculty were 92% of the School. In 2002, 8% of Nursing's faculty were African-American, in 2003, 12% percent of Nursing's faculty were African-American, and in 2004, 8% percent of the faculty in the School were African-American. In 2002, 2003, and 2004 0% of the School's faculty were Hispanic-American.

In 2002 and 2003, 31% of the Case-paid faculty in the School of Medicine were women. In 2004, women faculty were 33% of the School. In 2002 three percent of Medicine's faculty were African-American, and in 2003 and 2004, two percent of the faculty in the School were African-American. In 2002, 2003, and 2004 two percent of Medicine's faculty were Hispanic-American.

In 2002, 45% of the faculty in the Mandel School of Applied Social Sciences were women. In 2003 and 2004, women faculty were 46% of the School. In 2002, 13% of MSASS's faculty were African-American, in 2003 11% were African-American, and in 2004 12% of the faculty in the School were African-American. In 2002 2003, and 2004, 0% of MSASS' faculty were Hispanic-American

In 2002 and 2003, 20% of the faculty in the Weatherhead School of Management were women. In 2004, women faculty were 21% of the School. In 2002 and 2003, two percent of Weatherhead's faculty

were African-American, and in 2004, three percent of the faculty in the School were African-American. In 2002, 2003, and 2004, one percent of the School's faculty were Hispanic-American.

In order to increase diversity at Case, the following methods are under consideration: 1) apportioning funding for the creation of more faculty positions; 2) providing additional funding and staffing to the Office of Equal Opportunity and Diversity to facilitate search committee strategies for every search; 3) providing a staff member hired to recruit women and minorities at the national level; 4) initiating a concerted effort to make the Case campus climate welcoming to women and under-represented minorities; and 5) providing incentives for raising the numbers of minority students achieving PhD's by reaching out to area high schools with large minority populations.

The NSF ADVANCE ACES award has offered many opportunities for change in the recruitment of women and minorities in the NSF sciences at Case. As part of ACES, a Diversity Specialist was hired within the Office of Equal Opportunity to assist search committees to diversify their applicant pools, create search "tool kits" and web tools for candidate pool diversification, and to catalyze the creation of a city-wide partner-hiring network. In the future, the Diversity Specialist will supervise the execution of an exit interview to departing faculty, and supervise the execution of an Affirmative Action survey of all faculty applicants, in order to allow the Office of Equal Opportunity to collect data on available applicant pools and campus climate.

The Provost's Opportunity Fund and the affiliation with Fisk University have been additional positive steps towards increasing the diversity of our faculty population. Plans for faculty exchanges and dual degrees between Fisk and Case are underway and provide opportunities to increase the African-American visiting faculty population, which could be a positive change in our campus climate for under-represented minorities. There is discussion of allocating additional resources to the Case-Fisk partnership and working with Fisk to help recruit diverse candidates from other institutions, including Historically Black and Hispanic Colleges and Universities.

Additional positive initiatives have been taken in the last year, including: 1) The Case Center for Women continued to provide a vigorous program of activities for women and men on campus; and 2) the Faculty Senate passed an amended Partner Hiring Policy and a joint appointment policy for faculty in spring 2005. Finally, President Hundert's Vision for the University also includes Diversity as one of its core values.

Salary Equity

As in previous years, the Deputy Provost and Faculty Diversity Officer have reviewed each recommended salary increase for faculty members with the appropriate Dean. A review for equity occurs for each faculty member's proposed salary. For example, each female faculty member is compared with males in her department. Factors of rank, time-in-rank, and academic performance are considered. Equity adjustments have been made and will continue to be made should the Provost and the Deans find a disparity.

A study of salary equity for all Case-paid faculty is in process, under the direction of Professors Patricia Higgins and Cyrus Taylor, through the University Advisory Council on Women. This study is focused on resource equity; salary equity and retention studies are part of its charge as well. The report for this study will be shared with the University upon completion.

Four Year Comparison- Case Diversity Initiatives and Affirmative Action Process *(Italics notate new initiatives that year)*

Process 01-02

The Office of the Provost monitors all faculty searches

Each faculty position must be nationally advertised to ensure as broad an applicant pool as possible.

All offers receive prior approval from the Office of the Provost to ensure compliance with Case affirmative action procedures

Process 02-03

Case-Fisk University partnership created by the President and Provost

Case Center for Women opens

Provost Opportunity Fund created to aid Schools in attracting diverse candidates for faculty positions

Faculty Diversity Office created, position filled in January 2002

Faculty Diversity Officer monitors all faculty searches

Each faculty position must be nationally advertised to ensure as broad an applicant pool as possible

All offers received prior approval for the Faculty Diversity Officer to ensure compliance with affirmative action procedures

Process 03-04

ACES Diversity Specialist appointed in April 2004

Diversity Tool Kit for Search Committees created and posted on web

Lists of professional organizations/websites useful for the recruitment of women and minorities in specific disciplines created and posted on web for search committee use

New policy implemented- all deans must sign off diversity of candidate pool before candidates can be brought to campus for interview

Diversity Applicant Pool Goals for each school and discipline (excluding SOM) distributed to all Deans and posted on web

Case-Fisk Task Force Created: Faculty and Student exchanges; joint class taught via telecommunication; executed by task force and Interim Associate Provost Karipides

Faculty Diversity Officer monitors all faculty searches

Each faculty position must be nationally advertised to ensure as broad an applicant pool as possible. All offers received prior approval for the Faculty Diversity Officer to ensure compliance with affirmative action procedures

Process 04-05

ACES Diversity Specialist meets with NSF Science Search committees to give search tools, review hiring procedures, and offer tools and guidance for increasing women and minorities in the hiring pool

New Faculty Search Guidelines Posted on the Web

Diversity Tool Kit for Search Committees created and posted on web

Affirmative Action Forms made "fill able" on web

Exit Interviews of faculty who exited since 2001 implemented through HR Solutions, with the goal of faculty diversity officer continuing exit interviews every year in the future

Deans asked by ACES to create diversity plans for their schools; diversity outline of possible actions created to aid deans in this process

Provost John Anderson approved a proposal from the Faculty Diversity Officer to bring three distinguished minority scholars to campus to interact with faculty and students for AY05-06

Faculty Diversity Officer submits proposal for professional acting troupe to create Case diversity scenarios and perform them for faculty diversity awareness AY 05-06

Lists of professional organizations/websites useful for the recruitment of women and minorities in specific disciplines created and posted on web for search committee use

All deans must sign off diversity of candidate pool before candidates can be brought to campus for interview

Diversity Applicant Pool Goals for each school and discipline (excluding SOM) distributed to all Deans

Case-Fisk Task Force continues to meet; five student ambassadors from Fisk visit Case 3/17/05

Faculty Diversity Officer monitors all faculty searches

Each faculty position must be nationally advertised to ensure as broad an applicant pool as possible

All offers received prior approval for the Faculty Diversity Officer to ensure compliance with affirmative action procedures

Comparison of Case to Other Urban Universities

Case Western Reserve University, Boston University, Carnegie Mellon University, Emory University, New York University, Ohio State University, University of Pittsburgh, University of Rochester, Tulane University
Full-Time Faculty Comparisons by Gender and Ethnicity for 1999, 2001, and 2003

		Case	BU	CMU	Emory	NYU	OSU	Pitt	U of R	Tulane
Total Full-Time Faculty	2003	1,403	1,728	656	2,129	2,811	2,825	3,123	1,196	1,207
	2001	1,337	1,656	607	1,998	2,601	3,056	3,017	1,169	1,072
	1999	1,298	1,580	569	1,956	2,261	3,020	2,700	1,261	1,013
Women	2003	436	587	153	669	982	820	1,041	312	393
	2001	399	557	144	591	877	936	940	290	318
	1999	368	520	138	588	728	887	807	321	289
	2003	31%	34%	23%	31%	35%	29%	33%	26%	33%
	2001	30%	34%	24%	30%	34%	31%	31%	25%	30%
	1999	28%	33%	24%	30%	32%	29%	30%	25%	29%
White, non-Hispanic	2003	1,128	1,452	524	1,634	2,216	2,303	2,390	1,048	915
	2001	1,088	1,439	428	1,583	2,112	2,461	2,357	1,063	861
	1999	1,086	1,363	420	1,582	1,866	2,488	2,176	1,170	841
	2003	80%	84%	80%	77%	79%	82%	77%	88%	76%
	2001	81%	87%	71%	79%	81%	81%	78%	91%	80%
	1999	84%	86%	74%	81%	83%	82%	81%	93%	83%
African American	2003	46	22	20	144	96	98	96	21	60
	2001	41	24	18	130	89	110	99	22	54
	1999	34	25	12	132	79	104	93	18	38
	2003	3%	1%	3%	7%	3%	3%	3%	2%	5%
	2001	3%	1%	3%	7%	3%	4%	3%	2%	5%
	1999	3%	2%	2%	7%	3%	3%	3%	1%	4%
Hispanic American	2003	24	27	12	66	96	60	47	10	60
	2001	23	27	3	57	80	53	41	10	49
	1999	22	29	3	47	62	46	35	7	45
	2003	2%	2%	2%	3%	3%	2%	2%	1%	5%
	2001	2%	2%	0%	3%	3%	2%	1%	1%	5%
	1999	2%	2%	1%	2%	3%	2%	1%	1%	4%
Asian American	2003	151	121	51	272	256	243	392	69	101
	2001	135	96	18	214	204	232	350	74	103
	1999	109	91	19	170	156	209	269	66	85
	2003	11%	7%	8%	13%	9%	9%	13%	6%	8%
	2001	10%	6%	3%	11%	8%	8%	12%	6%	10%
	1999	8%	6%	3%	9%	7%	7%	10%	5%	8%

Source: IPEDS Fall Staff Survey, U.S. Department of Education

Three Year Comparison Race/Gender by School

Faculty Composition in the Colleges and Schools

2004-05

	Women		African-American		Hispanic-American		Asian-American		Total Minority		Total Faculty
	N	%	N	%	N	%	N	%	N	%	N
Arts & Sciences	69	32%	7	3%	4	2%	16	7%	27	13%	214
Engineering	11	10%	1	1%	0	0%	19	17%	21	19%	110
Dentistry	17	27%	7	11%	2	3%	6	9%	15	23%	64
Nursing	57	92%	5	8%	0	0%	0	0%	5	8%	62
Law	12	26%	4	9%	0	0%	0	0%	4	9%	46
Medicine	248	33%	13	2%	14	2%	63	8%	90	12%	760
MSASS	12	46%	3	12%	0	0%	1	4%	4	15%	26
Management	16	21%	2	3%	1	1%	13	17%	16	21%	75
Total	442	33%	42	3%	21	2%	118	9%	182	13%	1357

Prepared by the Office of Budget and Financial Planning Numbers are individuals holding full time appointments at the level of instructor and above. The School of Engineering has one (1) Native American Faculty member.

Faculty Composition in the Colleges and Schools 2003-04

	Women		African-American		Hispanic-American		Asian-American		Total Minority		Total Faculty
	N	%	N	%	N	%	N	%	N	%	N
Arts & Sciences	73	33%	6	2%	4	2%	15	7%	25	11%	220
Engineering	10	7%	1	1%	1	1%	18	13%	21*	19%	110
Dentistry	17	24%	8	12%	2	3%	6	9%	16	24%	66
Nursing	63	94%	6	12%	0	0%	0	0%	6	12%	67
Law	13	27%	4	9%	0	0%	0	0%	4	9%	39
Medicine	250	31%	12	2%	13	2%	55	7%	80	10%	807
MSASS	12	46%	3	11%	0	0%	1	3%	4	14%	26
Management	17	20%	2	2%	1	1%	16	19%	19	22%	85
Total	451	32%	42	3%	21	1%	111	6%	175*	12%	1420

Prepared by the Office of Budget and Financial Planning. Numbers are of individuals holding full time appointments at the level of instructor and above. *Includes 1 Native American Faculty member. Count is based on those faculty who are paid through Case only.

Faculty Composition in the Colleges and Schools* 2002-03

	WOMEN		AFRICAN-AMERICAN		HISPANIC-AMERICAN		ASIAN-AMERICAN		TOTAL MINORITY		TOTAL FACULTY
	N	%	N	%	N	%	N	%	N	%	N
ARTS & SCIENCES	69	33%	5	2%	3	1%	15	7%	23	11%	208
ENGINEERING	8	7%	1	1%	1	1%	17	15%	20**	18%	114
DENTISTRY	15	22%	7	10%	2	3%	8	12%	16	23%	69
NURSING	50	94%	4	8%	0	0%	0	0%	4	8%	53
LAW	12	28%	2	5%	0	0%	0	0%	2	5%	43
MEDICINE	503	31%	41	3%	31	2%	147	9%	220**	14%	1621
MSASS	14	45%	4	13%	0	0%	1	3%	4	13%	31
MANAGEMENT	17	20%	2	2%	1	1%	17	20%	20	24%	84
TOTAL	688	31%	66	3%	38	2%	205	9%	309	14%	2223

Prepared by the Office of Budget and Financial Planning. Based on faculty composition measured 10/1/2002, excluding Physical Education. Includes non-Case paid faculty. Numbers are of individuals holding full-time faculty appointments at the level of instructor and above. **Includes 1 Native American faculty members

Faculty Composition by Rank 2003-2004

	Professor		Associate		Assistant		Instructor	
	M	F	M	F	M	F	M	F
African American	6	3	7	5	20	14	2	9
Hispanic American	7	2	2	0	14	3	1	4
Asian American	26	3	37	8	49	23	8	6
Native American	1					1		
All	547	87	368	146	593	361	114	125

Faculty Composition by Rank and College/School 03-04

RANK:

School:	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR					
	F	M	F	M	F	M	F	M				
CAS	19	18%	84	20	36%	35	25	52%	23	10	77%	5
CSE	3	5%	63	2	6%	29	5	27%	13	0	0%	0
DENTISTRY	0	0%	4	2	11%	17	9	26%	25	5	56%	4
NURSING	6	100%	0	16	88%	2	14	100%	0	14	93%	1
LAW	6	19%	25	3	100%	0	2	40%	3	1	20%	4
MEDICINE	50	13%	332	92	26%	265	296	37%	508	89	48%	97
MSASS	2	18%	9	5	71%	2	1	33%	2	5	71%	2
WSOM	1	3%	30	6	25%	18	9	32%	19	1	50%	1
TOTAL	87	15%	547	146	28%	368	361	38%	593	125	53%	114

Faculty Composition by Tenure Status 03-04

Tenure Status:

School:	TENURED		TENURE TRACK		NON-TENURE TRACK				
	F	M	F	M	F	M			
CAS	37	25%	113	26	49%	27	0	0%	2
CSE	4	5%	80	6	19%	25	0	0%	0
DENTISTRY	1	8%	11	6	33%	12	4	15%	23
NURSING	12	86%	2	16	100%	0	8	100%	0
LAW	3	11%	24	3	50%	3	5	83%	1
MEDICINE	51	15%	291	78	49%	96	302	33%	603
MSASS	6	35%	11	2	50%	2	0	0%	0
WSOM	7	14%	43	9	27%	24	0	0%	0
TOTAL	121	17%	575	146	43%	189	319	37%	629

Endowed Chairs as of November 2003

	F	M
ALL SCHOOLS (Excluding Medicine) 127 Total Chairs - 93 Occupied	26	67
MEDICINE 56 Total Chairs - 44 Occupied	5	39

Among Endowed chairs in the University, 26 (28%) are held by women;
in the School of Medicine 5 (11%) are held by women

Administrative Positions as of November 1, 2003

School	Dean		Department Chairs		Associate Deans		Assistant Deans	
	M	F	M	F	M	F	M	F
ENGINEERING	1	0	8	0	2	0	0	0
ARTS & SCIENCES	0	1	21	6				
DENTISTRY	1	0	6	2				
NURSING	0	1	Not organized into departments					
MSASS	1	0	Not organized into departments					
LAW	1	0	Not organized into departments					
WSOM	1	0	7	0				
MEDICINE	1	0	53*	4*				
TOTAL								

*Includes only University-appointed, Board-approved faculty