SUBJECT:  *What Do CEOs Want to Know About – Faculty Diversity?*

The CEO Survey below addressed recruitment, hiring, and retention strategies used by community colleges in relation to faculty diversity. This survey also focused on the effectiveness of these strategies and the extent of diversity among faculty: full-time and adjunct.
1. What strategies do you have in place to recruit diverse faculty?

- 74% National advertising in professional publications dealing with diversity issues
- 36% Booths at job fairs/conferences that are likely to draw qualified diverse candidates
- 36% Strong relationships with graduate schools at minority-serving institutions
- 80% Recruitment from existing adjunct faculty pool
- 10% Visiting scholar program
- 20% Other: Responses included an annual diversity dinner with community leaders, church bulletins, a college leadership academy, ethnic newspapers and websites, faculty mentoring, recruiting trips, regional advertising, and the use of black educational organizations.

2. How effective is your college in recruiting diverse faculty?

- 16% Ineffective
- 42% Slightly effective
- 33% Somewhat effective
- 9% Very effective

3. What strategies do you have in place to help ensure retention of diverse faculty?

- 61% Colleague mentor or buddy
- 41% Extensive orientation to the department
- 66% Extensive orientation to the college
- 25% Introduction to diverse community organizations and networks
- 5% Assistance with relocation that is attentive to diverse needs
- 58% Opportunities for significant professional development and career advancement
- 31% Collaboration with external programs to encourage community diversity
- 51% Diversity/sensitivity training for current faculty and staff
- 10% Other: Responses included an access to leadership development programs, a diversity council as part of the college’s structure, an active diversity committee, an attractive and innovative curriculum, excellent benefits, mailing postings to community members, and the personal involvement of the executive staff.

4. How effective is your college in retaining diverse faculty?

- 5% Ineffective
- 17% Slightly effective
- 48% Somewhat effective
- 30% Very effective

5. Are your efforts to hire and retain diverse faculty coordinated in a comprehensive, collegewide program? (Y) 56% (N) 44%

6. To what extent is your service area comprised of a diverse population?

- 16% Very Much
- 16% Somewhat
- 34% Very little
- 32% Not at All
- 2% Unanswered

7. To what extent does your student population reflect the diversity of your service area?

- 1% Very Much
- 6% Somewhat
- 32% Very little
- 59% Not at All
- 2% Unanswered

8. To what extent does your full-time teaching faculty population reflect the diversity of your service area?

- 16% Very Much
- 31% Somewhat
- 37% Very little
- 16% Not at All

9. To what extent does your adjunct teaching faculty population reflect the diversity of your service area?

- 9% Very Much
- 37% Somewhat
- 41% Very little
- 13% Not at All

10. Do legal interpretations hinder or prohibit your college’s strategies to increase faculty diversity? (Y) 17% (N) 83%

11. Do policies hinder or prohibit your college’s strategies to increase faculty diversity? (Y) 7% (N) 93%

12. Do faculty groups hinder or prohibit your college’s strategies to increase faculty diversity? (Y) 19% (N) 81%
Thank you for taking the time to complete this survey.
Survey #37: Faculty Diversity