

Membership Year 2006

November Survey

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.



What Do CEOs Want to Know About. . . FACULTY DIVERSITY?

A Quarterly Survey of League Alliance CEOs

These survey results are composed of the responses submitted by your fellow CEOs as part of the Alliance quarterly CEO survey service. The response rate for this survey was 16 percent (n=103).

1. What strategies do you have in place to recruit diverse faculty?	
<p>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.</p>	
2. How effective is your college in recruiting diverse faculty?	
<p>16% Ineffective 42% Slightly effective 33% Somewhat effective 9% Very effective</p>	
3. What strategies do you have in place to help ensure retention of diverse faculty?	
<p>61% Colleague mentor or buddy 41% Extensive orientation to the department 66% Extensive orientation to the college 13% Extensive orientation to the community 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.</p>	
4. How effective is your college in retaining diverse faculty?	
<p>5% Ineffective 17% Slightly effective 48% Somewhat effective 30% Very effective</p>	
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?	
<p>16% Very Much 16% Somewhat 34% Very little 32% Not at All 2% Unanswered</p>	
7. To what extent does your student population reflect the diversity of your service area?	
<p>1% Very Much 6% Somewhat 32% Very little 59% Not at All 2% Unanswered</p>	
8. To what extent does your full-time teaching faculty population reflect the diversity of your service area?	
<p>16% Very Much 31% Somewhat 37% Very little 16% Not at All</p>	
9. To what extent does your adjunct teaching faculty population reflect the diversity of your service area?	
<p>9% Very Much 37% Somewhat 41% Very little 13% Not at All</p>	
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

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