

**ADVANCE Departments:
Ladder Faculty
Fall 2003**

**WOMEN of COLOR
8/331 = 2.4%**

Industrial Engineering	1 Black
Mathematics	1 Latina, 1 Asian
Biology	2 Asians
Bioengineering	1 Asian
Electrical Engineering	1 Asian
Material Sc. & Engin.	1 Asian

Willie Pearson (2004)

Beyond Small Numbers: Voices of African American Chemists

366 African Americans with Ph.Ds in Chemistry; 46 selected for in-depth interviews - 44 responded

- Elite institutions were willing to educate but not hire Blacks
- Women less likely to be hired than men
- Most were in academia - pursued careers in institutions similar to their own undergrad institution

- Were able to get grants but NOT graduate students
- For women isolation common in HBCU as well as in PWCU

Daryl G. Smith

3 elite institutions: data over 3 years for 600 hires of which 256 were in the sciences

“special hires”

African Americans	75%
Latino/as	64% (internt'l)
White	13%
Asian (Americans)	6%

TWO important interventions:

1. Job written with attention to “reproductive” work with diverse populations
2. Champion who kept bringing candidate forward

Initiative for Minority Women Faculty 2002 at MIT

small, by invitation

- **research co-workers** in the form of students, post-docs, colleagues
- **networks** for big grants, NOT invited for “diversity” piece only
- **research space** – see MIT report
- **time** to do research unencumbered by requirements for work that will be labeled “service” and not counted towards P&T
- **allies**: insiders (can put names forward in the proper context and not only in the context of diversity); outsiders (alumni, funders)

- **recognition and visibility** –chairs not likely to think of you if asked about the “most promising or accomplished faculty” even when you are
- **pedigree** – institutional and family-wise (university from which degree is received, family with a history of higher education)

FAMILY issues were not mentioned until students brought this topic to the table in the first evening. When family issues were discussed the concerns were similar to those in the literature: need for family policies, supportive mate, importance of role models. There was also a call for a re-definition of family to include parents AND extended family. This kind of family definition calls for solutions beyond daycare.