



# Preparing for a sustainable future- Faculty racial diversity

Gail Cheney, Director of HR

8/14/2017

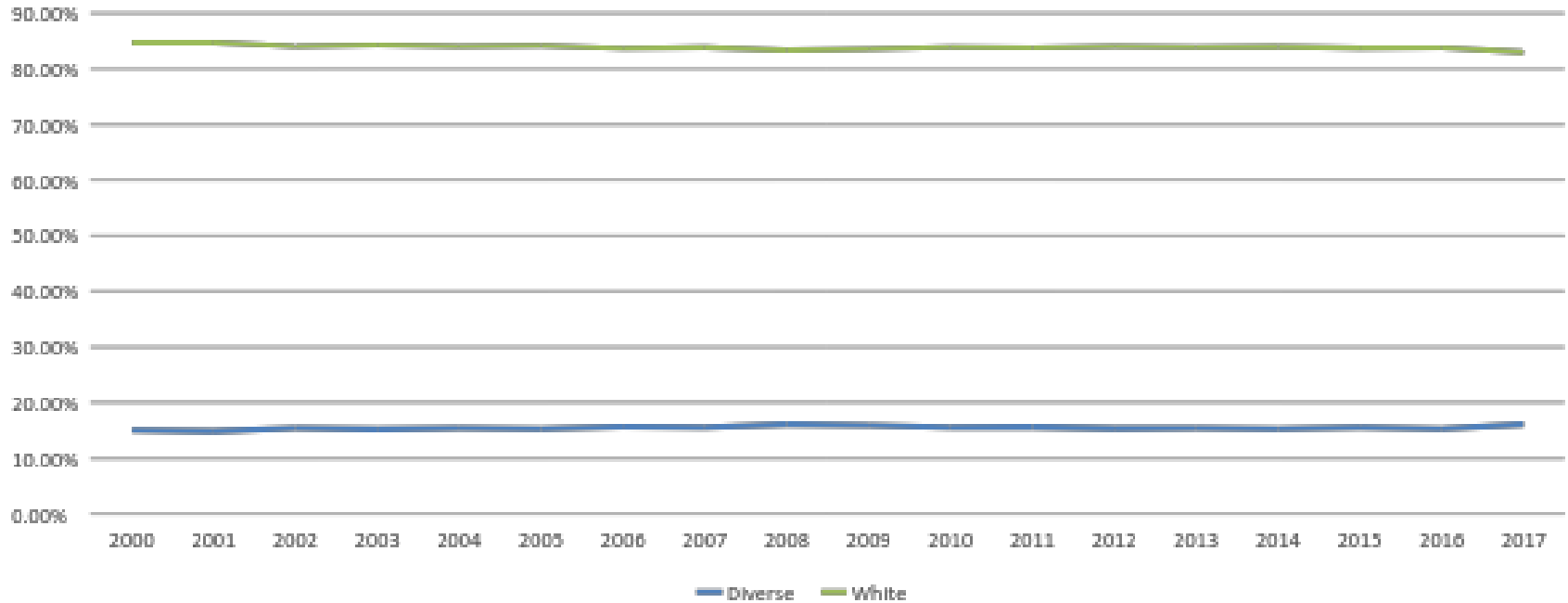
# National Demographic Trends

- Immigration will continue to be a major force in the US
- In 2050- the US minority population, currently 30%, is expected to exceed 50%.
- America's net population growth will be among its minorities. Today 25% of children under the age of 5 are Hispanic; by 2050, that percentage will be almost 40%.

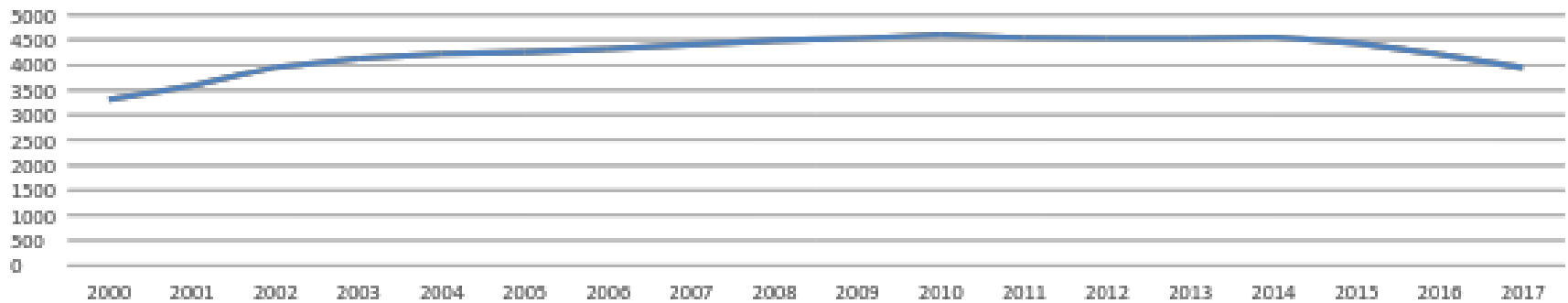
With this coming in the future, what does University of Alaska look like?

Information summarized from: <http://www.smithsonianmag.com/travel/the-changing-demographics-of-america-538284/>

## 2000-2017 Diversity and Headcount UA All Campuses - Diversity



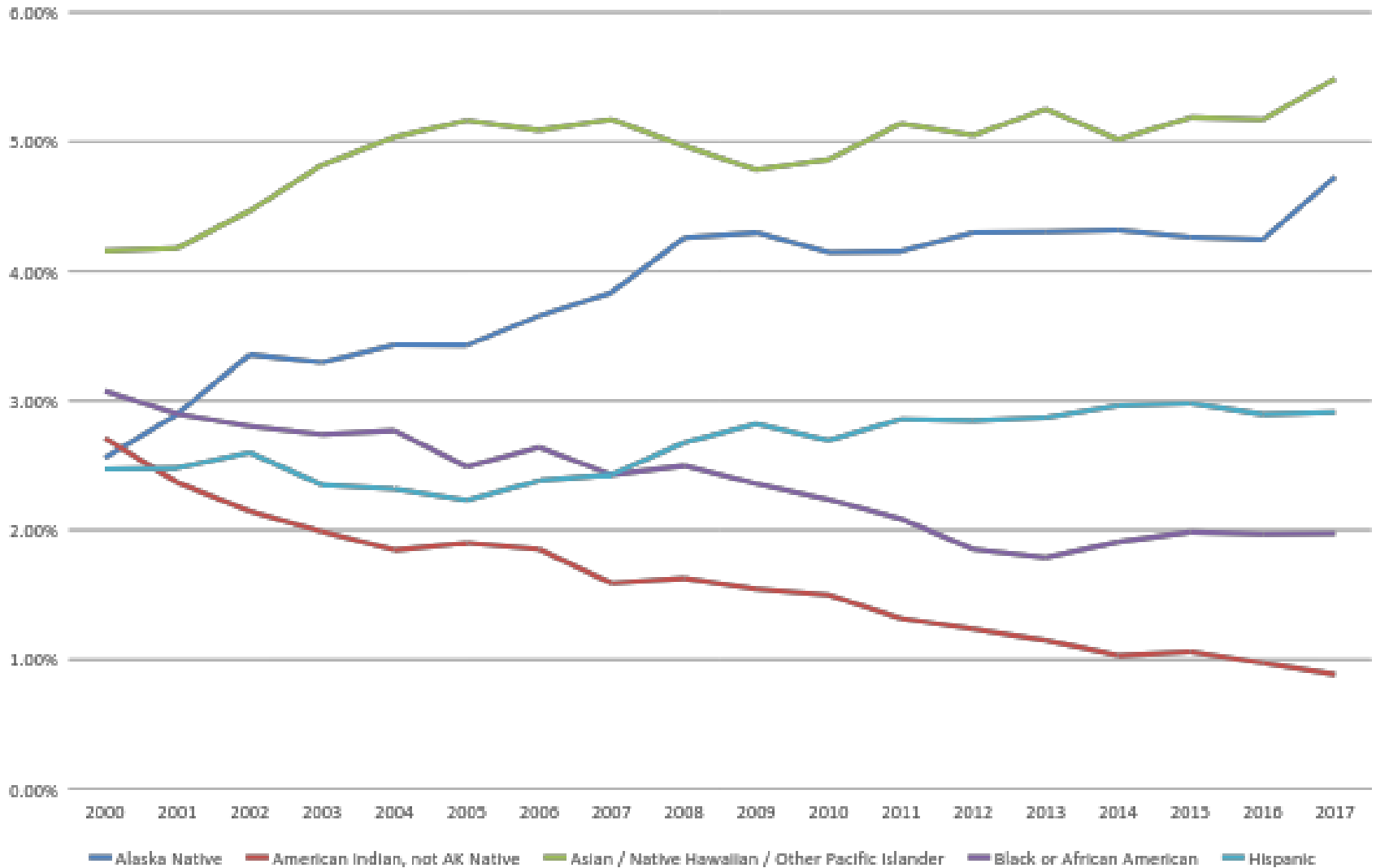
## UA All - Headcount



Data provided by Ron Kamahele, Director, UAA Human Resource Services

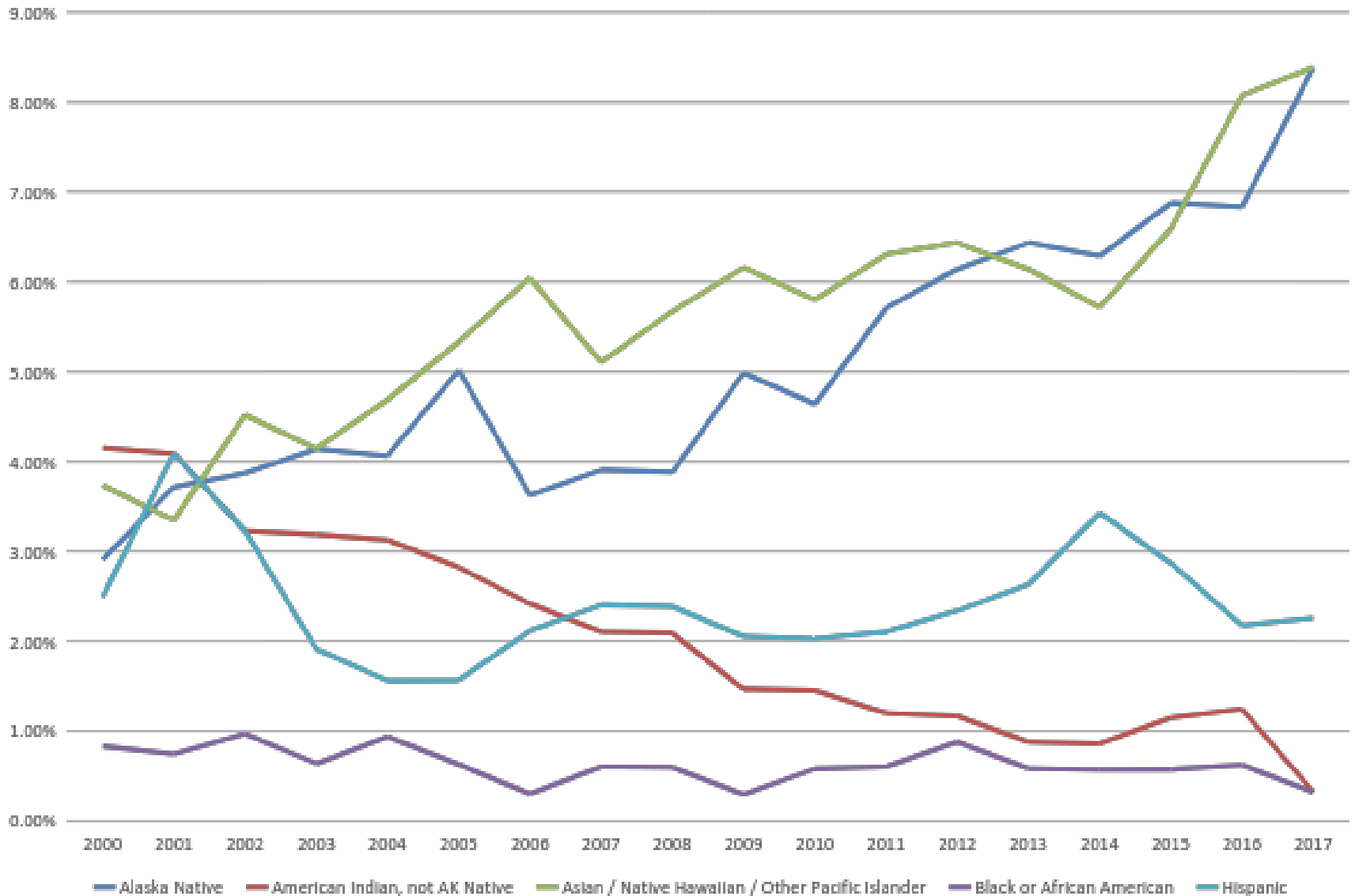
# Diversity Across All Employees from 2000-2017

UA All Campuses



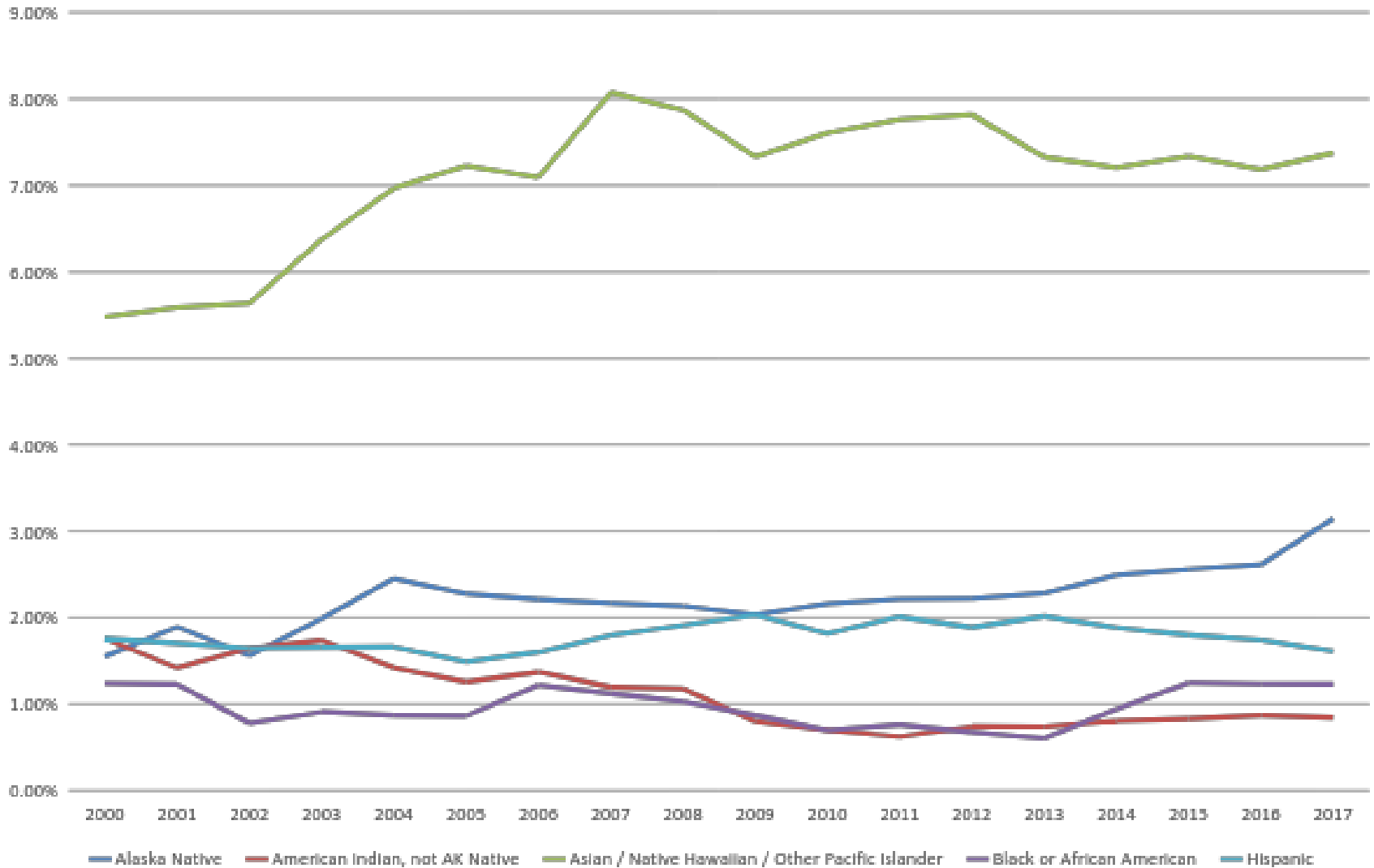
Data provided by Ron Kamahale, Director, UAA Human Resource Services

# UAS



Data provided by Ron Kamahale, Director, UAA Human Resource Services

### UA All - Faculty Diversity%



Data provided by Ron Kamahale, Director, UAA Human Resource Services

# UAS Faculty Diversity

## Regular Faculty

UAS Regular Faculty	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Alaska Native/American Indian	3	3	3	4	7
Hawaiian Native/ Pacific Islander					
Asian		1	1	1	1
Black	1	1			
White	108	108	108	101	97
Not Reported	5	5	5	5	6
<b>UAS Total</b>	<b>117</b>	<b>118</b>	<b>117</b>	<b>111</b>	<b>111</b>

## All Faculty including Adjuncts

UAS Faculty	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Alaska Native/American Indian	9	11	14	13	12
Hawaiian Native/ Pacific Islander	1	1	1		
Asian	2	2	4	3	1
Black	1	3			
White	209	209	210	184	159
Not Reported	8	8	5	6	6
<b>UAS Total</b>	<b>230</b>	<b>234</b>	<b>234</b>	<b>206</b>	<b>178</b>

# Most Recent UAS Affirmative Action Goals:

- Areas of improvement for UAS
  - Main Goal: Regular Faculty (113)- Minority placement goal of about 24%
  - Specific, Exempt and Non-Exempt General Crafts and Trades- Minority placement goal of about 55% (this is a small number of employees)
- Areas reasonably diverse per last affirmative action report:
  - Executive
  - Exempt/Non-exempt Professional
  - Exempt/Non-exempt Clerical
  - Exempt/Non-exempt Technical
  - Specific, Exempt & Non-exempt General Services



# Draft Strategies for 2017-2018

- How we work together matters!
  - This is a collective effort- I need your help to make a difference.
  - Collaborate with HR more! Some ways HR is hoping to work with you:
    - we want to create shared diversity goals
    - HR can help develop strategies for posting and recruiting a diverse pool of candidates
    - HR can help co-develop questions to encourage a “talent and diversity” focus
    - HR can be a non-voting member of your committee (EEO focus)
- Recruit and replace Adjuncts in a formal fashion (start with a pool of applicants, screen and interview) rather than our current process
- Recruit all faculty positions with a focus on EEO review. HR is looking at how we currently do this and looking at our options to improve this process.
- Identify specific positions that we want to push for a diversity hire and focus effort and time together on a passive search (a targeted search of candidates that may not be looking for a new role) with a focus on the EEO review.

# Additional Suggestions?

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