Do Faculty Diversity Programs Work?:
Evidence from 600 U.S. Universities Across 20 Years

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National Institutes of Health

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Data & Methods

• IPEDS Faculty Composition Data, 1993-2015

• Retrospective Survey of 605 Colleges & Universities

• New Programs Effects Over Period in Place

• Panel Models with Fixed Effects for School & Year, RSEs

• Controls: Jr. Faculty Diversity, U.S. Faculty Diversity, Etc.
Tenured Minority Faculty

- Black Men
- Black Women
- Hispanic Men
- Hispanic Women
- Asian Men
- Asian Women

Percent of Faculty

Diversity and Harassment Training

<table>
<thead>
<tr>
<th>Percent Change in Share</th>
<th>Diversity Training</th>
<th>Mandatory Harassment Training</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>White Women</strong></td>
<td>-6</td>
<td>+16</td>
</tr>
<tr>
<td><strong>Black Women</strong></td>
<td>-2</td>
<td>-4</td>
</tr>
<tr>
<td><strong>Hispanic Women</strong></td>
<td>+2</td>
<td>-2</td>
</tr>
<tr>
<td><strong>Asian Women</strong></td>
<td>+4</td>
<td>-2</td>
</tr>
<tr>
<td><strong>White Men</strong></td>
<td>0</td>
<td>+2</td>
</tr>
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<td>0</td>
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<td>0</td>
</tr>
</tbody>
</table>
Taskforces

- Short-Term Gender Taskforce
- Standing Gender Taskforce
- Short-Term Race/Ethnicity Taskforce
- Standing Race/Ethnicity Taskforce

Percent Change in Share

- White Women
- Black Women
- Hispanic Women
- Asian Women
- White Men
- Black Men
- Hispanic Men
- Asian Men
Mentoring

Percent Change in Share

-8 -6 -4 -2 0 2 4 6 8 10 12 14

Departmental Mentoring Programs
University Mentoring Program for Women
University Program for Mentoring Minorities
Faculty Affinity Group for Women

White Women  Black Women  Hispanic Women  Asian Women
White Men  Black Men  Hispanic Men  Asian Men
Accountability

Percent Change in Share

- Diversity Staff or Department
- Review: Start-up Packages
- Review: Time in Rank
- Review: Applicant Pool

White Women | Black Women | Hispanic Women | Asian Women
White Men | Black Men | Hispanic Men | Asian Men
Work/Life and Children

Percent Change in Share

- Teaching Relief for New Parents
- Tenure Extensions for New Mothers
- Childcare Center
- Childcare Funds for Prof. Travel
- Emergency Childcare

Categories:
- White Women
- Black Women
- Hispanic Women
- Asian Women