



DIVERSITY

Zachary W. Taylor

UNWANTED

The University of
Texas at Austin

“We simply don’t want them.”



- Dr. Marybeth Gasman, Prof, Penn
- Quote to *The Washington Post*:
- “The reason we don’t have more faculty of color among college faculty is that we don’t want them. We simply don’t want them.”

Brief History of the EEOC



- 1961: JFK establishes “Committee on Equal Opportunity Employment” in E.O. 10925
 - “...discrimination because of race, creed, color, or national origin is contrary to the Constitutional principles and policies of the United States.”
- Section 201: “scrutinize and study employment practices of the Government of the United States, and to consider and recommend additional affirmative steps...”
- 1964: LBJ signs Civil Rights Act
- 1965: LBJ signs E.O. 11246
 - Government-contracted postsecondary institutions must “take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin.”

Where have we seen this before?

- <https://apply.interfolio.com/43206>



The University of Texas at Austin: College of Natural Sciences:
Department of Integrative Biology

Assistant Professor

Location: Austin, Texas

The University of Texas at Austin, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, or veteran status in employment, educational programs and activities, and admissions.

Research Questions

- Because postsecondary institutions struggle to hire and retain faculty of color... (Bilimoria & Buch, 2010; Smith et al. 2004; Thompson, 2008; Turner, Gonzalez, & Wood, 2008).



- How is “diversity” written into tenure-track job position announcements?
- Do postsecondary institutions directly or indirectly solicit people of color in tenure-track position announcements?

Conceptual Framework

- Critical race theory:
 - A framework to analyze policies and policy making in a historical context to deconstruct any extant racialized content, thus challenging the dominant, White, male, patriarchal hierarchy pervasive throughout American culture (Bell, 1995; Crenshaw, Gotanda, Peller, & Thomas, 1995).
- Davis (2015): U.S. higher education is...
 - deeply rooted in racism/White supremacy
 - linked to imperialistic and capitalistic efforts that fuel the intersections of race, property, and oppression.
 - organized as venues through which formal knowledge production rooted in racism/White supremacy is generated.



Methodology and Sample



- Content analysis (Neuendorf, 2016)
- Public flagships (n=50 x 3 p.a. = 150)
 - All 50 “flagships” posted at least three tenure-track position announcements in fall 2016 application season (September-January)
 - Public flagships are well resourced, prestigious institutions (U.S. News, Forbes).
 - Culturally reproduces social capital through professoriate (Bourdieu, 1990).
 - Understudied “diversity gap” exists:
 - UA Fairbanks: 36.4% student-faculty diversity gap (56.7 versus 21.2%)
 - USC Columbia: 19.9% faculty-student diversity gap (43.3 versus 23.4%)
 - (College Factual, 2017)

Results (n=150)

Including the term “diversity” or derivative:	64.7% (97 pos. ann.)
Total instances of “diversity” or derivative:	264
Average frequency of “diversity” or derivative per announcement:	1.8
Including an official diversity statement:	15%
% of self-reflexive uses of “diversity” or derivative:	79.5% (210 instances)
Most common location for self-reflexive uses:	
<i>Job summary</i>	24.3% (51 instances)
<i>Job duties</i>	13.8% (29 instances)
<i>Job qualifications</i>	5.2% (11 instances)
<i>Institutional description/information</i>	33.3% (70 instances)
<i>Application instructions</i>	4.8% (10 instances)
<i>Diversity statement</i>	10.5% (22 instances)
<i>EEO statement</i>	8.1% (17 instances)

Results (n=150)

% of candidate-focused uses of “diversity” or derivative:	20.4% (54 instances)
Most common location for candidate-focused uses:	
<i>Job summary</i>	1.8% (1 instance)
<i>Job duties</i>	1.8% (1 instance)
<i>Job qualifications</i>	3.6% (2 instances)
<i>Institutional information</i>	9.2% (5 instances)
<i>Application instructions</i>	5.5% (3 instances)
<i>Diversity statement</i>	42.6% (23 instances)
<i>EEO statement</i>	35.1% (19 instances)

Results (n=150)

Most common candidate-focused alternative language addressing
people of color in position announcement:

“race”

(97 instances)

“color”

(94 instances)

“minorities/minority group members/underrepresented minorities”

(26 instances)

“underrepresented groups/populations”

(12 instances)

“people/persons of color”

(5 instances)

“racial and ethnic minorities/groups”

(4 instances)

Not including EEO statement:

12% (18 pos. ann.)

Not including EEO statement or “diversity” or derivative:

4.6% (7 pos. ann.)

Findings, Discussion, and Future Research

- Public flagships...
 - describe the institution/campus community as “diverse” much more frequently than their potential tenure-track professors
 - tend to address diverse candidates in a diversity statement or EEO statement in tenure-track position announcements
 - compose EEO statements that include “race,” “color,” and “minorities” to solicit diverse ethnic/racial candidates
- **12% of position announcements contradict EEO guidelines.**
- **Chief finding:** Overwhelmingly, tenure-track position announcements do not actively and directly solicit people of color.
- **Future research:** institutionalized hiring practices, composition of position announcements, formation of hiring committees, strategic recruitment of people of color to tenure-track faculty positions/institutional leadership positions.