

Do Faculty Diversity Programs Work?

Evidence from 600 U.S. Universities, 1993-2015

Frank Dobbin, Harvard University

Alexandra Kalev, Tel Aviv University

Gal Deutsch, Tel Aviv University

Leroy Gonsalves, Harvard University

Kwan Woo Kim, Harvard University

Dutch Network of Women Professors (LNVH), The Hague

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Worst Practices and Best

Brainwash Faculty

Diversity and Harassment Training

Put Faculty in Charge

Diversity Taskforces

Make Faculty Accountable

Diversity Managers & Practice Review

Threaten Faculty

Grievance Procedures

Give Faculty Protégés

Mentoring Programs

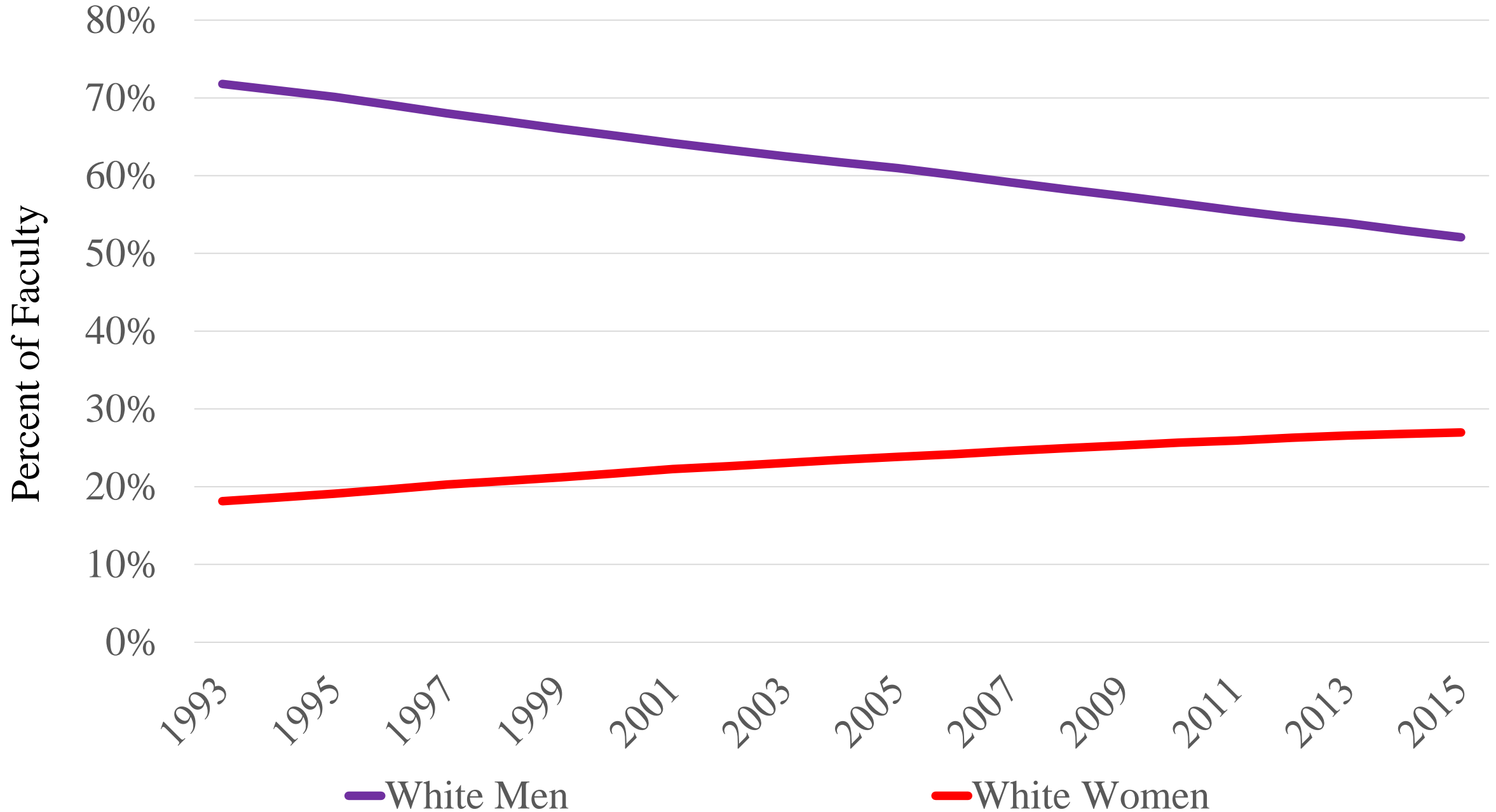
Commit to Work/Life

Help Partners & Parents

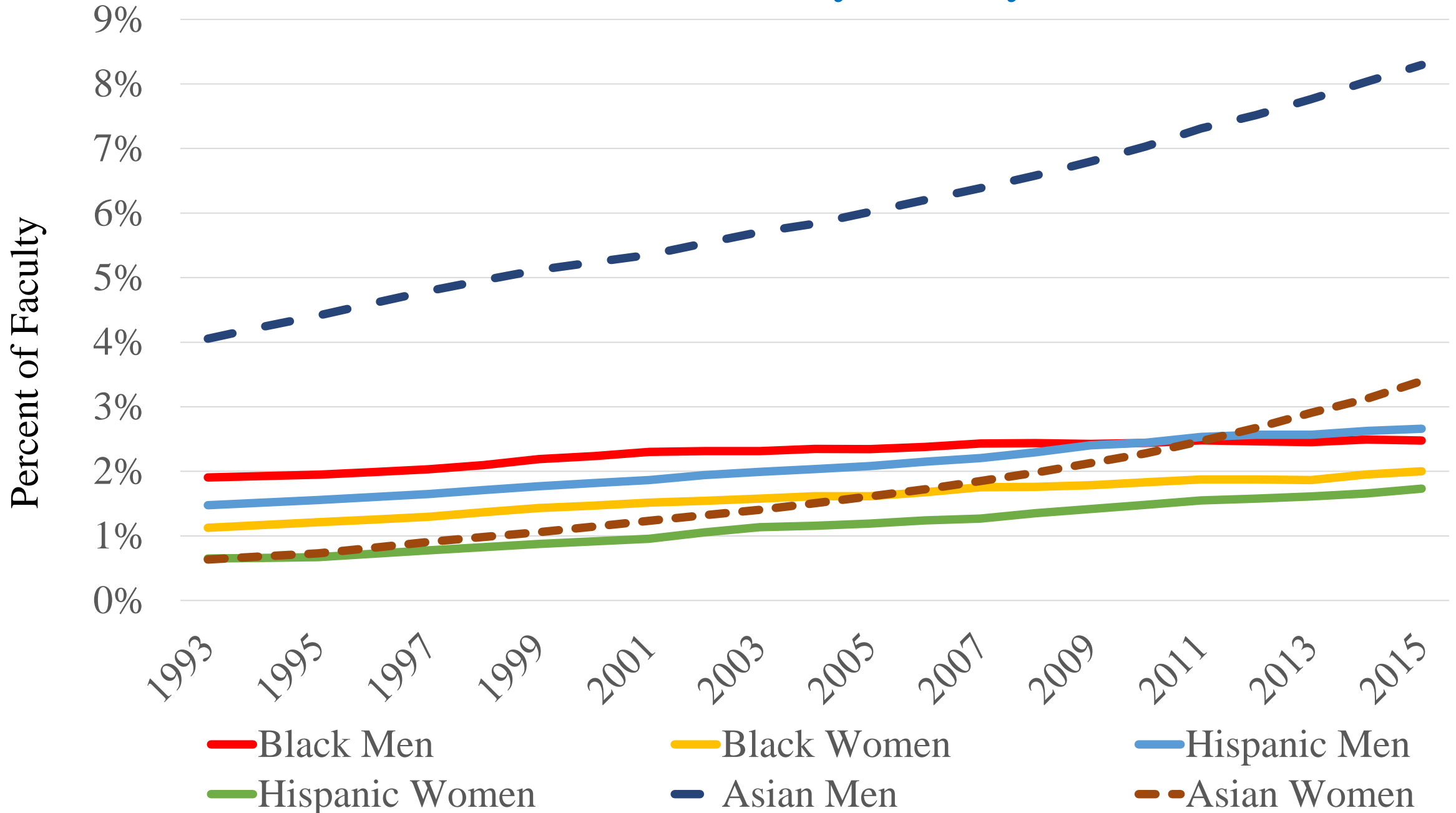
Data

- **IPEDS Faculty Composition Data, 1993-2015**
 - U.S. Colleges and Universities
 - Faculty Race, Ethnicity, Gender
- **Retrospective Survey of 605 Colleges & Universities**
 - Representative of Medium & Large, Private & Public Schools
 - History of Diversity, Work-life, Employment Practices

Tenured White Faculty



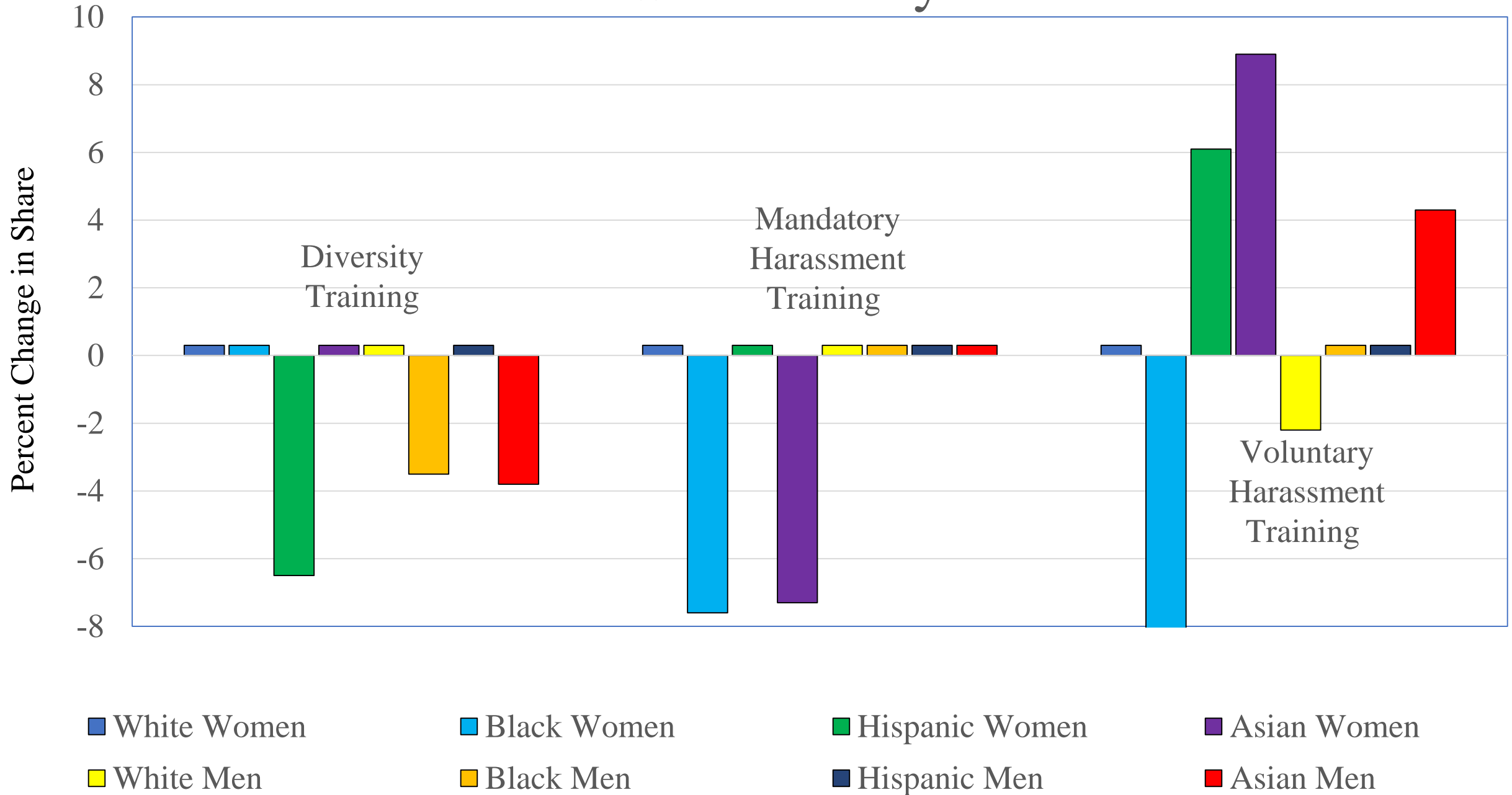
Tenured Minority Faculty



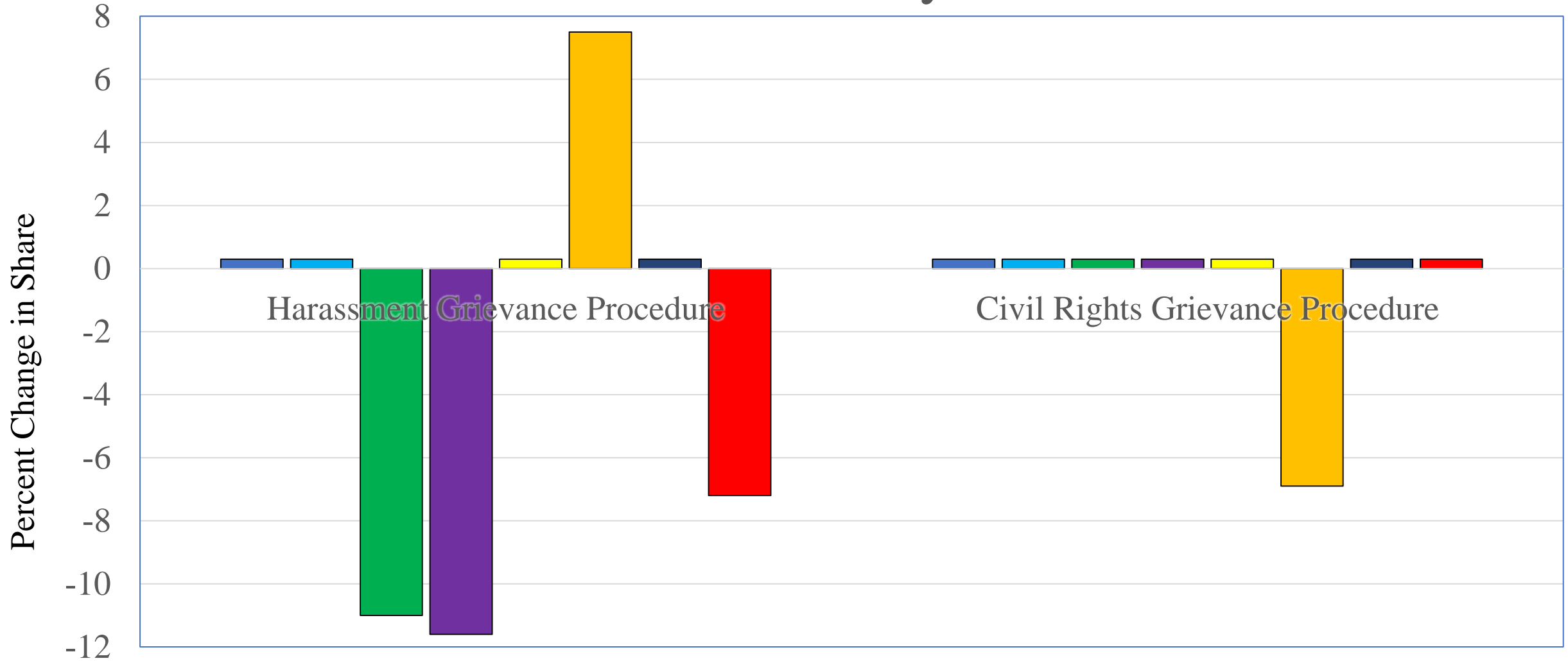
Methods

- How New Programs Affect Tenured Faculty
 - Average Change in Group Share Over Program Life
- Panel Models with Fixed Effects for School & Year
 - Robust Standard Errors
- Controls
 - Junior Faculty Diversity
 - National Faculty Diversity
 - HR, Diversity, Work-Life, Harassment Practices

Brainwash Faculty



Threaten Faculty



White Women

Black Women

Hispanic Women

Asian Women

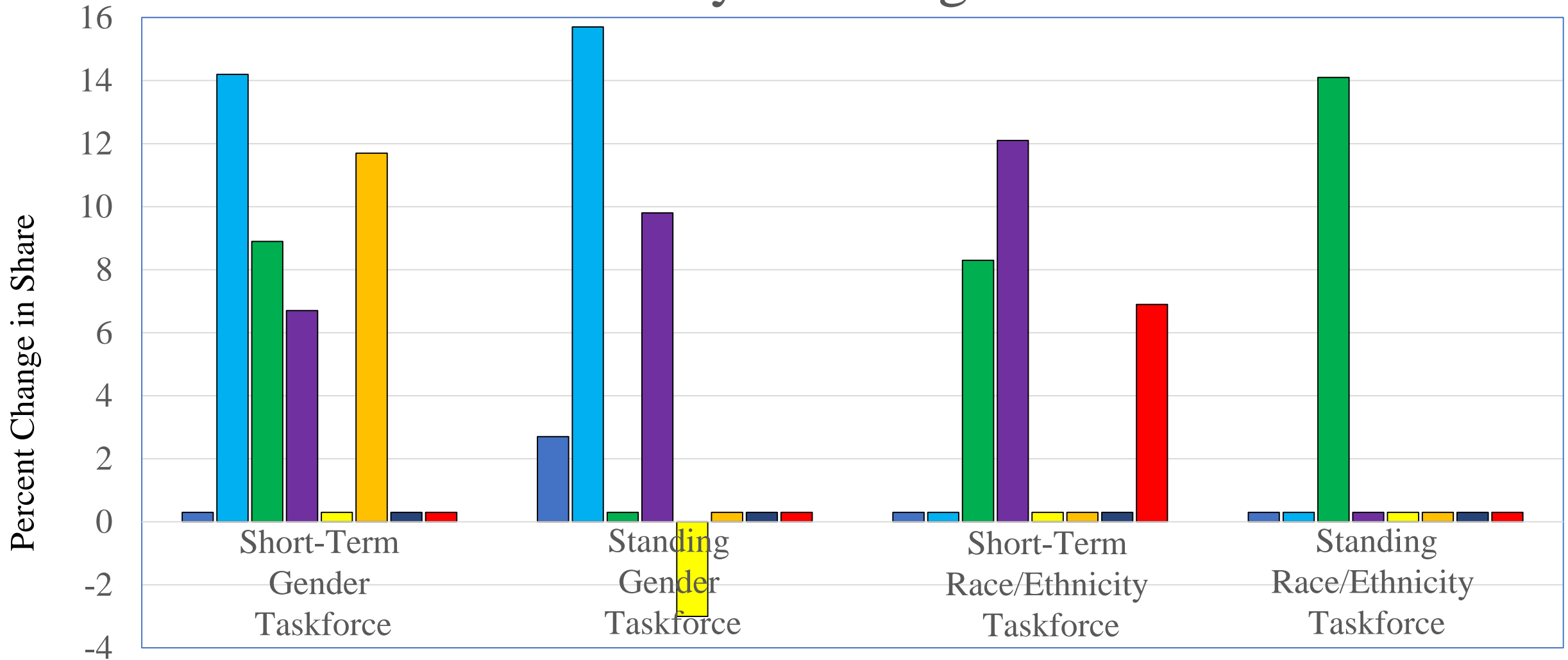
White Men

Black Men

Hispanic Men

Asian Men

Put Faculty in Charge



White Women

Black Women

Hispanic Women

Asian Women

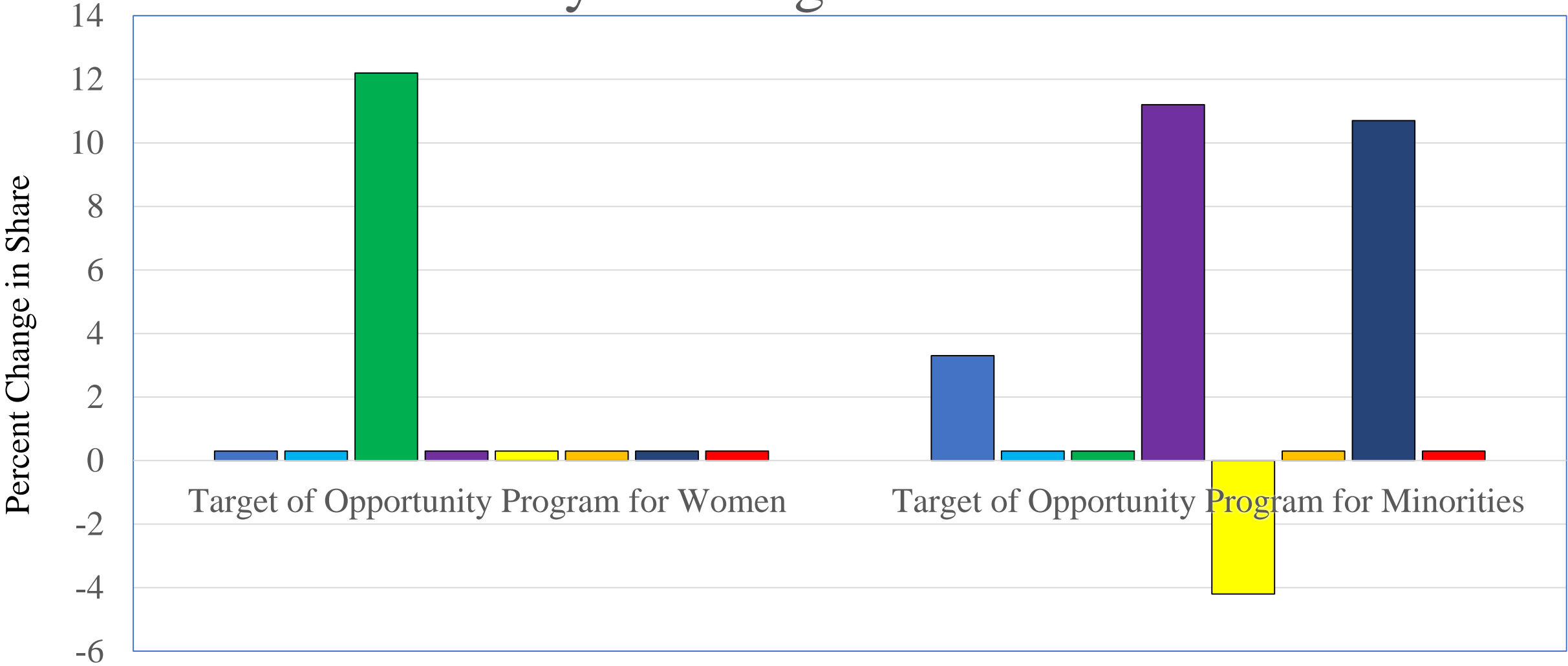
White Men

Black Men

Hispanic Men

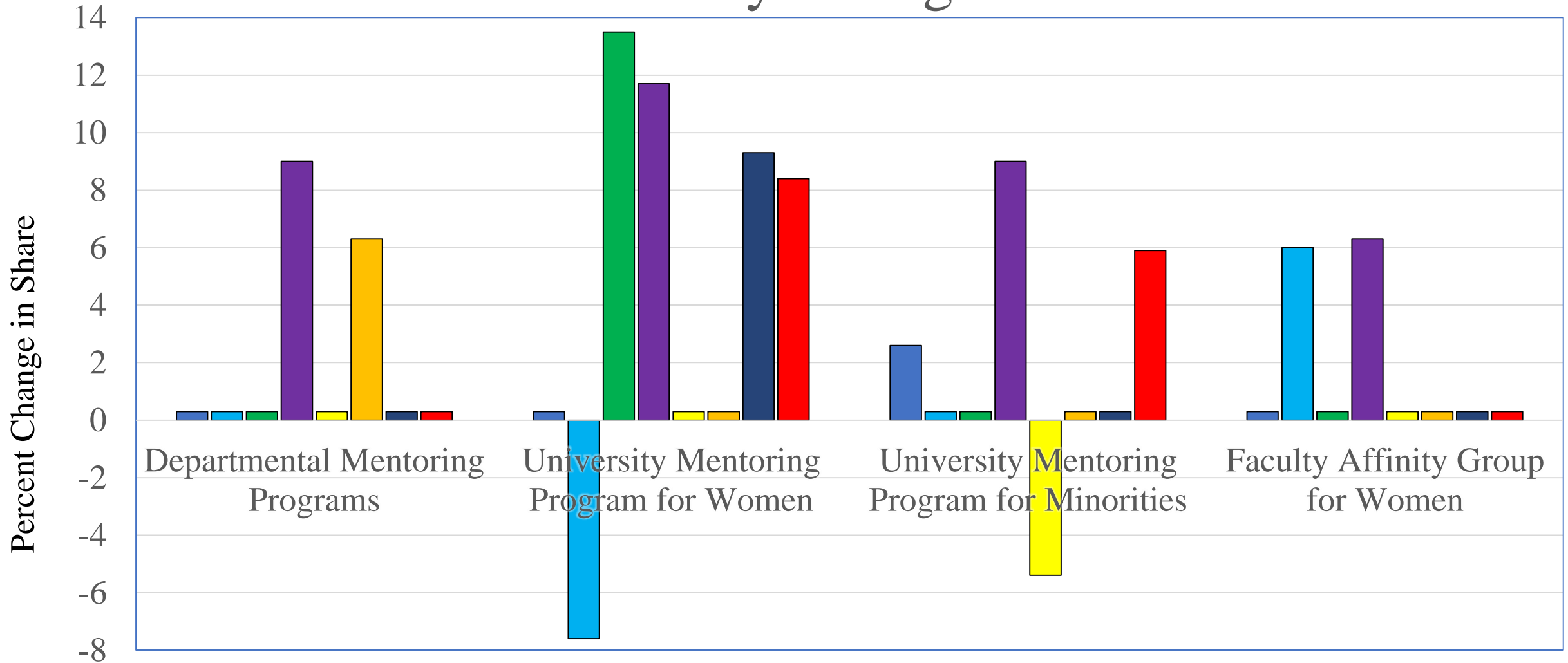
Asian Men

Put Faculty in Charge -- Recruitment



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

Give Faculty Protégés



White Women

Black Women

Hispanic Women

Asian Women

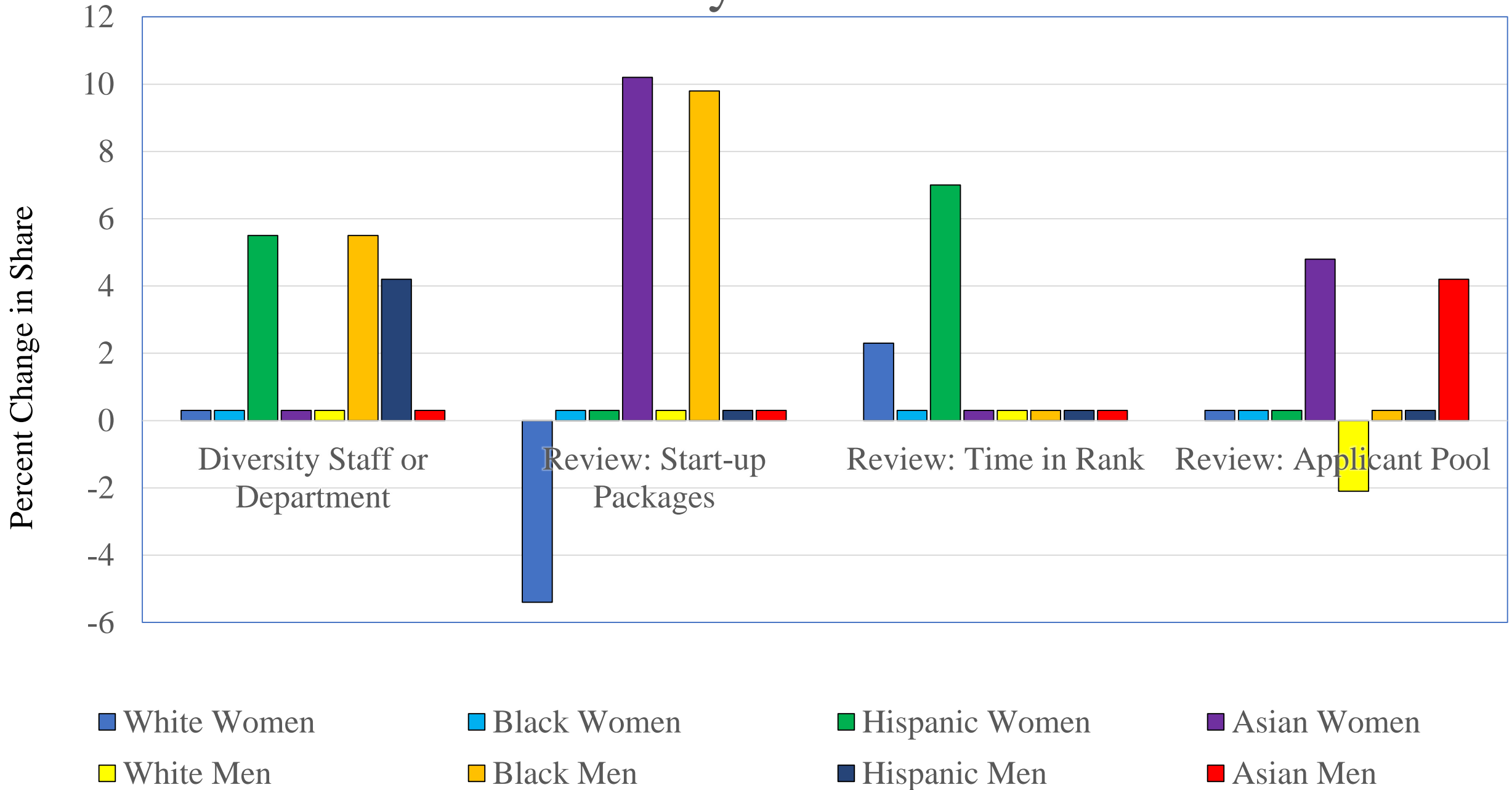
White Men

Black Men

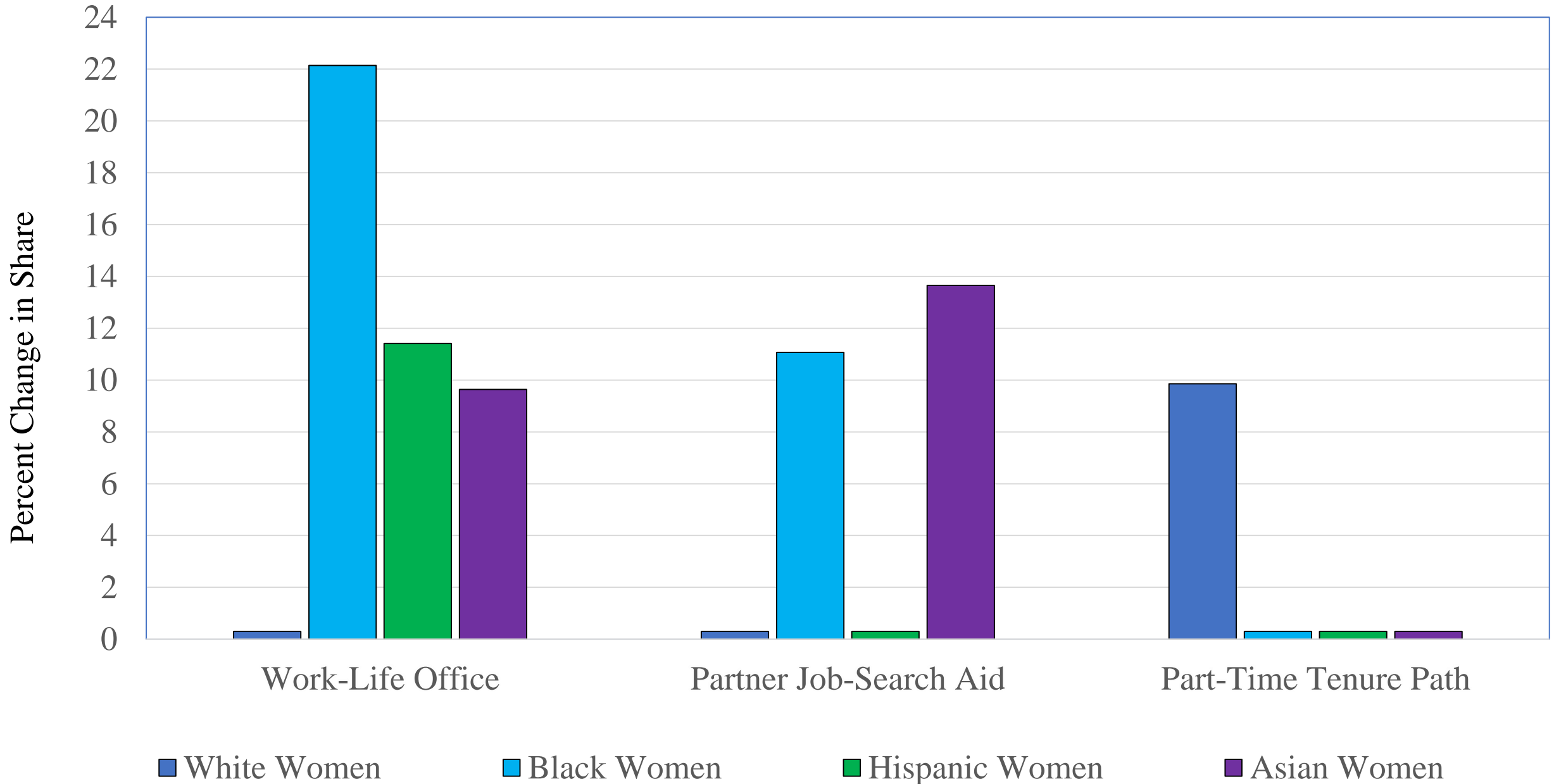
Hispanic Men

Asian Men

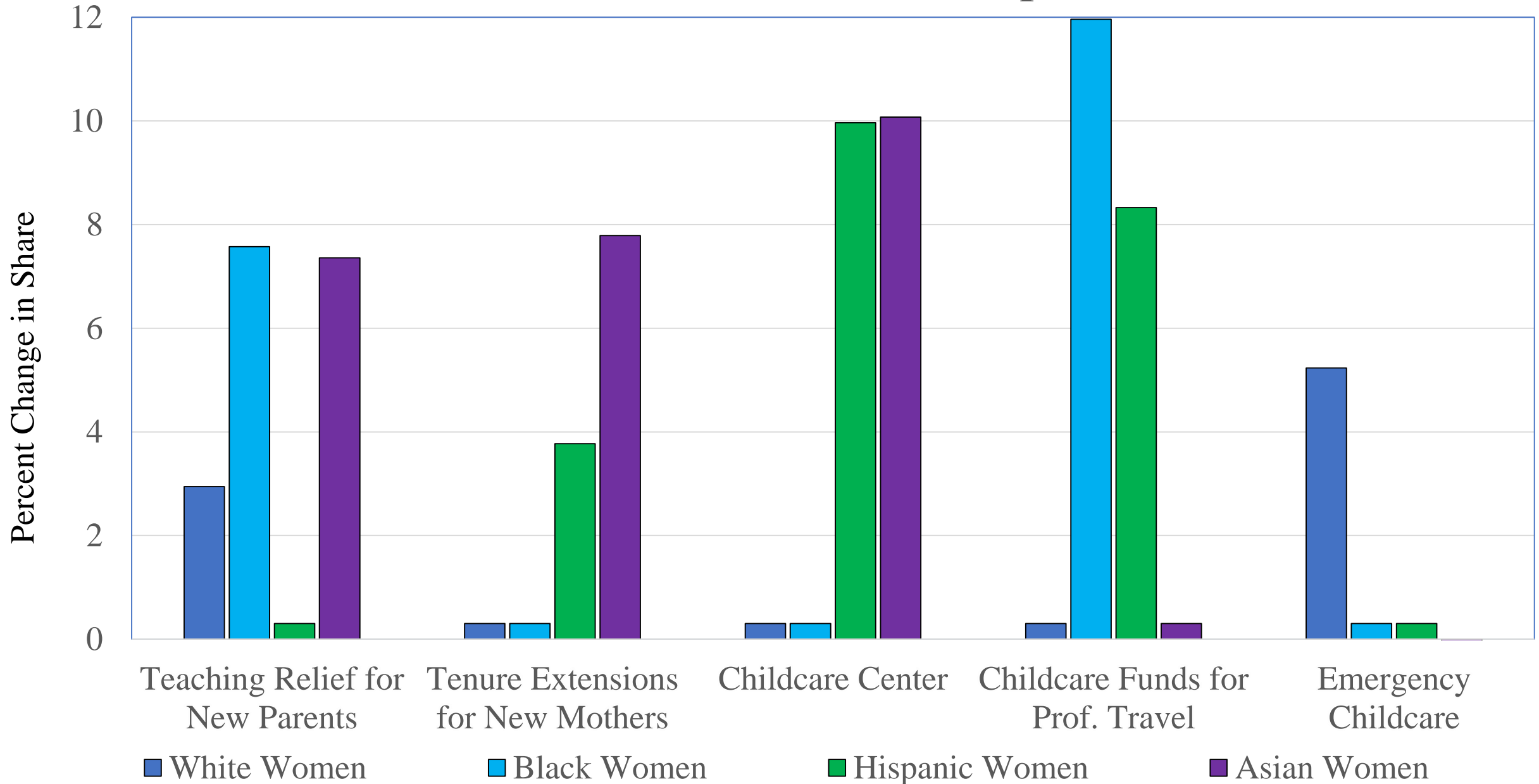
Make Faculty Accountable



Commit to Work/Life – Work-Life and Partners



Commit to Work/Life -- Help Parents



Conclusions

Brainwash Faculty

Threaten Faculty

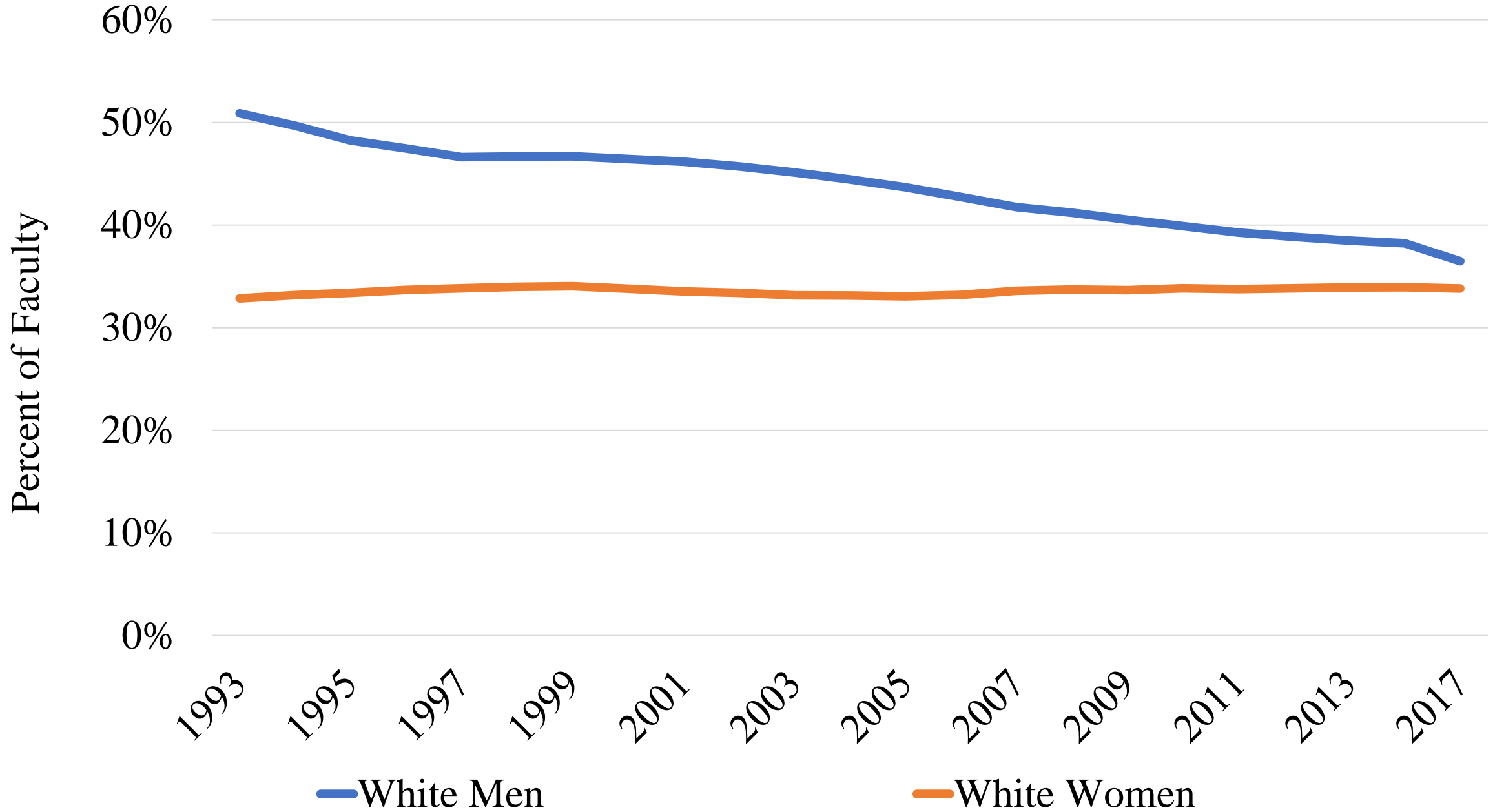
Put Them in Charge

Give Faculty Protégés

Make Them Accountable

Commit to Work/Life

Tenure-Track White Faculty



Tenure-Track Minority Faculty

