

COLUMBIA UNIVERSITY Faculty Diversity and Inclusion

Office of the Provost

May 2018 Newsletter



Renewing Columbia's Commitment to Enhancing Faculty Diversity

Since 2005, a total of \$185 million has been provided in support of faculty recruitment and career development, pipeline building, and programming. This has enabled Columbia to recruit highly qualified members of groups traditionally underrepresented in American higher education or in certain academic disciplines, and has enhanced the university's climate of inclusion. The Initiative's positive impact on the university is evident – faculty members supported through the Initiative provide instruction in our classrooms, conduct cutting edge research, and serve in leadership roles across the university.

Maintaining a diverse community is not, though, the work of a moment. It requires sustained commitment, calculated effort, and the attention of us all. In October 2017, President Bollinger announced the most recent commitment of \$100 million over the next five fiscal years devoted to our on-going diversity efforts. As before, this is a shared commitment, with contributions by the University and by Columbia University Medical Center (CUMC), matched by the individual schools and academic departments.

This new Initiative represents an expansion of resources and, further, an expansion in programming that reflects the evolving needs of our academic community. For instance, within the larger Initiative, CUMC has launched a targeted program to address the unique experiences and needs of its faculty. The larger Diversity Initiative also encompasses faculty retention support, dual career support, and a mid-career grants program for recently tenured faculty.

Queer Disruptions II: A Conference on Gender & Sexuality

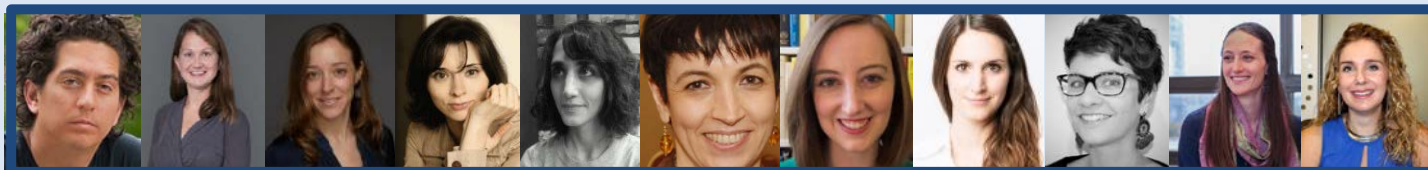
Queer Disruptions II was the second convening of scholars, activists and artists from the U.S. and abroad to explore the ways that queer studies, policies and practices theorize, transform and reimagine scholarship and generate new social possibilities. This groundbreaking Spring 2018 conference was organized by the Women's, Gender and Sexuality Studies Council (WGSSC) of the University, with the support of the Office of the Vice Provost for Faculty Diversity and Inclusion. Additional support was provided by the Institute for Research on Women, Gender, and Sexuality, the Center for Gender and Sexuality Law, the Gender and Public Policy Specialization at Columbia | SIPA, the Program for the Study of LGBT Health at Columbia University, the Center for the Study of Social Difference, the Department of English and Comparative Literature and the Barnard Center for Research on Women - BCRW. A third conference is planned for Spring 2019.



facultydiversity.columbia.edu

Supporting Pipeline Programs, Junior Faculty, Mid-Career Faculty and Faculty Recruitments

- ❖ **Support for PhD Pipeline Diversity.** The diversity initiative supports two pipeline programs to enhance the recruitment of PhD students from underrepresented groups: PhD fellowships across all Columbia schools as well as the Columbia-based **Bridge to PhD Program** in the Natural Sciences. This summer, the six members of the tenth Bridge cohort will complete the Program and move on to PhD programs, joining the over 30 other alumni of the program who have gone on to graduate school to date.
- ❖ **Supporting Junior Faculty.** Our office hosts a *Junior Faculty Career Development Program* that includes seven sessions for new tenure track faculty and junior faculty grant awardees, covering topics such as mentoring, relationship and network management and navigating the path to tenure. Our *Junior Faculty Small Grants Program* provides one year seed grants for junior faculty who contribute to the diversity goals of the university. To date, 107 grants have been awarded university-wide. Awardees also become part of a cohort, which offers events focused on career-support and community-building, including an award luncheon, panels on career advancement, and informal interviews and meetings to get feedback on how Columbia is doing to create a climate of inclusiveness and support for junior faculty. Our Fall 2017 awardees are pictured below.



L-R: Daniel Alarcón, Brett Anderson, Silvia Bellezza, Clémence Bouloque, Karen Benezra, Alessandra Ciucci, Julia Doe, Sandra Matz, Réka Juhász, Morgan Philibin and Diane Re

- ❖ A new **Mid-Career Small Grants Program** was launched in Spring 2018, providing seed grants for up to 3 years for faculty members who have recently achieved tenure. Our Spring 2018 awardees are pictured below.



L-R: Patricia Dailey, Laura Kaufman, Victor LaValle, Malia Mason, Valerie Purdie Greenaway, Hillary Sample, Maya Tolstoy, Tanya Zelevinsky

- ❖ **Faculty Recruitments from Underrepresented Groups.** This program is designed to support Schools' diversity plans, and to assist the University in meeting placement goals established in its affirmative action programs, by advancing the recruitment of outstanding minority and female scholars in disciplines where the availability of qualified minorities and women exceeds their representation on our faculty. Our goal is that the composition of our tenured and tenure-track faculty more closely reflects the national pool of qualified candidates.

Enhancing a Climate of Inclusiveness: 2017-2018

Our office was a proud co-sponsor of numerous events that contributed to an inclusive campus climate:

- ❖ Queer Disruptions II: A Conference on Gender and Sexuality (WGSSC)
- ❖ *Selena* Reflections: Twenty Years Later
- ❖ Seriously Funny: A Roundtable on Women, Comedy and Politics
- ❖ Beyond the Bars: Closing Jails and Prisons (Center for Justice)
- ❖ Conference for Undergraduate Women in Physics (Depts of Physics and Astronomy)
- ❖ *Get Out* - Film Screening and Discussion (Office of University Life and CUMC Diversity Deans)
- ❖ Open Chemistry Collaborative in Diversity Equity (OXIDE) Workshop (Dept of Chemistry)
- ❖ Perfect Praise in a Post-Soul Age: The Art and Politics of Contemporary Gospel Music (Center on African-American Religion, Sexual Politics and Social Justice)
- ❖ First Generation Dinner with Faculty and Graduate Students (Office of University Life)
- ❖ Awakening Our Democracy series (Office of University Life)



SELENA REFLECTIONS, TWENTY YEARS LATER

THURSDAY, SEPTEMBER 21, 2017, 5:00 P.M.
PAULSTER HALL, COLUMBIA GRADUATE SCHOOL OF JOURNALISM



BEYOND THE BARS
CLOSING JAILS AND PRISONS
MARCH 1-4, 2018

8TH ANNUAL JUSTICE CONFERENCE AT COLUMBIA UNIVERSITY



Many thanks to the *Provost's Advisory Council for the Enhancement of Faculty Diversity* for their thoughtful leadership and dedication to diversity and inclusion at Columbia University:

- Dennis A. Mitchell (chair) • Ana Abraído-Lanza (Mailman) • Walter Bockting (P&S and Nursing) • Anke Ehrhardt (P&S) • Ruben Gonzalez (A&S) • Farah Griffin (A&S) • Fredrick Harris (A&S) • Helen Lu (SEAS) • Jorge Otero-Pailos (GSAPP) • Katherine Phillips (Business) • Samuel Roberts (A&S) • Elizabeth Scott (Law) • Anne T. Taylor (P&S)