

Dean of the Faculty for the Arts & Sciences



Report on Inclusive Excellence
Demographic Addendum
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TABLE OF CONTENTS

OVERVIEW	2
STAFF IN ARTS AND SCIENCES.....	2
NON-TENURE-TRACK FACULTY IN ARTS AND SCIENCES.....	3
TENURE-TRACK AND TENURED FACULTY IN ARTS AND SCIENCES	3
RETENTION AND DEPARTURES	4
GRAPHS FOR TENURE-TRACK AND TENURED FACULTY.....	5
<i>Figure 1. Race and Ethnicity by Group and Number</i>	<i>5</i>
<i>Figure 2. Race and Ethnicity by Group and Percentage</i>	<i>6</i>
<i>Figure 3. Gender, Race, and Ethnicity Aggregated by Percentage</i>	<i>7</i>
NUMERICAL TABLES FOR TENURE-TRACK AND TENURED FACULTY.....	8
<i>Table 1. Race and Ethnicity by Group and Number, with Net Growth by Number and Percent</i>	<i>8</i>
<i>Table 2. Race and Ethnicity by Group and Percent</i>	<i>8</i>
<i>Table 3. Gender by Number, with Net Growth by Number and Percent.....</i>	<i>8</i>
<i>Table 4. Gender by Percent.....</i>	<i>9</i>
<i>Table 5. Gender and Aggregated Race/Ethnicity Groups by Number and Percent.....</i>	<i>9</i>
SUMMARIES BY ACADEMIC DIVISION	9
ARTS AND HUMANITIES	10
<i>Table 6. Arts and Humanities, Race and Ethnicity by Percentage</i>	<i>10</i>
<i>Table 7. Arts and Humanities, Gender by Percentage</i>	<i>10</i>
SOCIAL SCIENCES	11
<i>Table 8. Social Sciences, Race and Ethnicity by Percentage.....</i>	<i>11</i>
<i>Table 9. Social Sciences, Gender by Percentage</i>	<i>11</i>
SCIENCES.....	12
<i>Table 10. Sciences, Race and Ethnicity by Percentage.....</i>	<i>12</i>
<i>Table 11. Sciences, Gender by Percentage.....</i>	<i>12</i>
INTERDISCIPLINARY STUDIES	13
<i>Table 12. Interdisciplinary Studies, Race and Ethnicity by Percentage</i>	<i>13</i>
<i>Table 13. Interdisciplinary Studies, Gender by Percentage.....</i>	<i>13</i>

OVERVIEW

This report is an addendum to the Arts and Sciences Inclusive Excellence Report issues in March 2021.

The data below are drawn from the [Factbook](#) published by the Office of Institutional Research (OIR). Three benchmarks show changes over time. Each benchmark year represents the composition of faculty and staff employees in Arts and Sciences on November 1.

The benchmark years have been chosen as follows:

- 2010, to maintain valid comparisons. Several changes in federal reporting policies became effective in 2009 that changed the representation of ethnicity and multiracial identities.
- 2015, the year before Inclusive Excellence was launched.
- 2020, the most recent data published by OIR.

Institutional data reflect employees' voluntary completion of the [IDE Self-Identification Form](#). Federal guidelines require race and ethnicity to be reported separately. As stated in the OIR Factbook: "Hispanics of any race are reported as Hispanic. For non-Hispanics, single responses to the race categories are reported as the selected category. Selection of any two or more races is reported as a separate category 'two or more races.'" The Self-Identification Form does not currently include the option for people to identify their gender as "non-binary or other."¹

In accordance with the practices currently in place under Inclusive Excellence, the category of Underrepresented Minority (URM) includes employees, regardless of citizenship, who represent themselves in the data as: Asian, Black or African American, Hispanic or Latino, Native American or Alaska Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.

STAFF IN ARTS AND SCIENCES

In the Factbook, the staff category includes administrative staff as well as several research employment categories, such as postdoctoral fellows, short-term research assistants, and long-term research staff. Further details of methodologies for counting and classifying staff can be found in the Factbook.

¹ When individuals do not complete the Self-Identification Form, the practice at Dartmouth has remained aligned with former federal data rules that default their identity to the local majority, in this case: White, Male, Non-Hispanic, Non-Veteran, Not Disabled (veteran and disability status are not included in the Factbook). Efforts are underway to update Dartmouth's practice to align with the most up to date federal guidance.

Since 2010, the composition of the staff category by gender has remained relatively stable at around 60% women and 40% men. The proportion of URM staff has also remained relatively stable at roughly 9%.

NON-TENURE-TRACK FACULTY IN ARTS AND SCIENCES

Since 2010, the proportion of non-tenure-track faculty, as a percentage of all faculty, has remained relatively stable at around 32%. This figure represents the proportion of individual instructors employed on November 1 of each year, not the proportion of courses taught each academic year: individual instructors teach between 1 and 6 courses per academic year.

Since 2010, the composition of the non-tenure-track faculty by gender has remained relatively stable at around 50% women and 50% men. The proportion of non-tenure-track URM faculty has increased from approximately 13% to approximately 17%.

TENURE-TRACK AND TENURED FACULTY IN ARTS AND SCIENCES

Inclusive Excellence initiatives have had a significant impact on the composition of the Arts and Sciences faculty. At the same time, the rapid growth of the tenure-track faculty over the past decade has had an uneven impact on demographic diversity. Arts and Sciences is actively developing strategies to strengthen the pace of progress toward a more diverse faculty capable of meeting the dynamic challenges of our educational mission in the twenty-first century. In addition, the DOF and other leaders in Arts and Sciences are mindful of differences in representation and experiences of campus climate across the groups and individuals, including the many aspects of identity that are not represented in Factbook data and that also affect people's experiences of inclusion.

The benchmark comparisons show that Inclusive Excellence launched at a moment when the representation of women (of all races and ethnicities) and of Black or African American faculty and Hispanic or Latino faculty (of all genders) had declined from earlier highpoints even as the faculty size had increased by almost 30 new faculty between 2010 and 2015.

Since the beginning of Inclusive Excellence in 2015, the faculty has grown by another 20 incremental positions. The distribution of growth, however, has been uneven in relation to both race and gender. Women (all races and ethnicities combined) have been hired at roughly the same rate at which they are already represented on the faculty—just over 38%, the same as in 2010 with a smaller faculty size. Meanwhile, the aggregated URM group has increased by 6.7%, though the changes are unevenly distributed across groups.

As of 2020, Arts and Sciences has reached 24.9% URM representation for tenure-track and tenured faculty, and just over 22% for all instructional staff combined (that is, everyone teaching

at least one course on November 1, 2020). We have two sets of data that help us assess the potential for further progress. For the diversity of recent PhD recipients, the National Science Foundation publishes an annual survey of earned doctorates. Currently, approximately 28% of recent PhD recipients identify with a URM group and approximately 46% identify as women. For the diversity of faculty already hired, Dartmouth receives annual data reports as a member of the Association of American Universities Data Exchange (AAUDE). While neither of these data sets provides precise predictions about the composition of any given applicant pool, together they suggest that further progress is achievable across Arts and Sciences. We do not expect to eliminate the gap between the faculty and the undergraduate student body, where URM representation in 2020 stood at 46% (including international students) and women at 49% (Factbook). We do, however, acknowledge that this gap creates disparities across the faculty experience. We will continue our efforts to identify and address these disparities over time.

Leaders in Arts and Sciences are attending not only to aggregate total representation, but to variations and patterns by academic division and by department. The success of our educational and research mission requires that we seek to diversify in every area; we cannot rely only on aggregated data, where some highly diverse units may create the appearance of progress while other units lag behind. Arts and Sciences leaders look closely at discipline-level comparisons to assess progress across divisions, set priorities, and advocate for changes in recruitment and the climate for retention across the college as a whole.

RETENTION AND DEPARTURES

In preparing this report, we studied departure rates since 2010, by tenure-status as well as by demographics. In addition, we began a study of retention—that is, tenure outcomes as well as potential departures where faculty decide to remain at Dartmouth. While the small numbers year to year do not yield statistically significant disparities, in the aggregate they do suggest some trends.

- For pre-tenure tenure-track faculty, departure rates have been highest for women (all races and ethnicities) and URM faculty (all genders).
- For tenure outcomes, the data from the past decade show no statistically significant differences by either gender or race.
- For tenured faculty, we have had similar rates of success with retention across all demographics

Graphs for Tenure-Track and Tenured Faculty

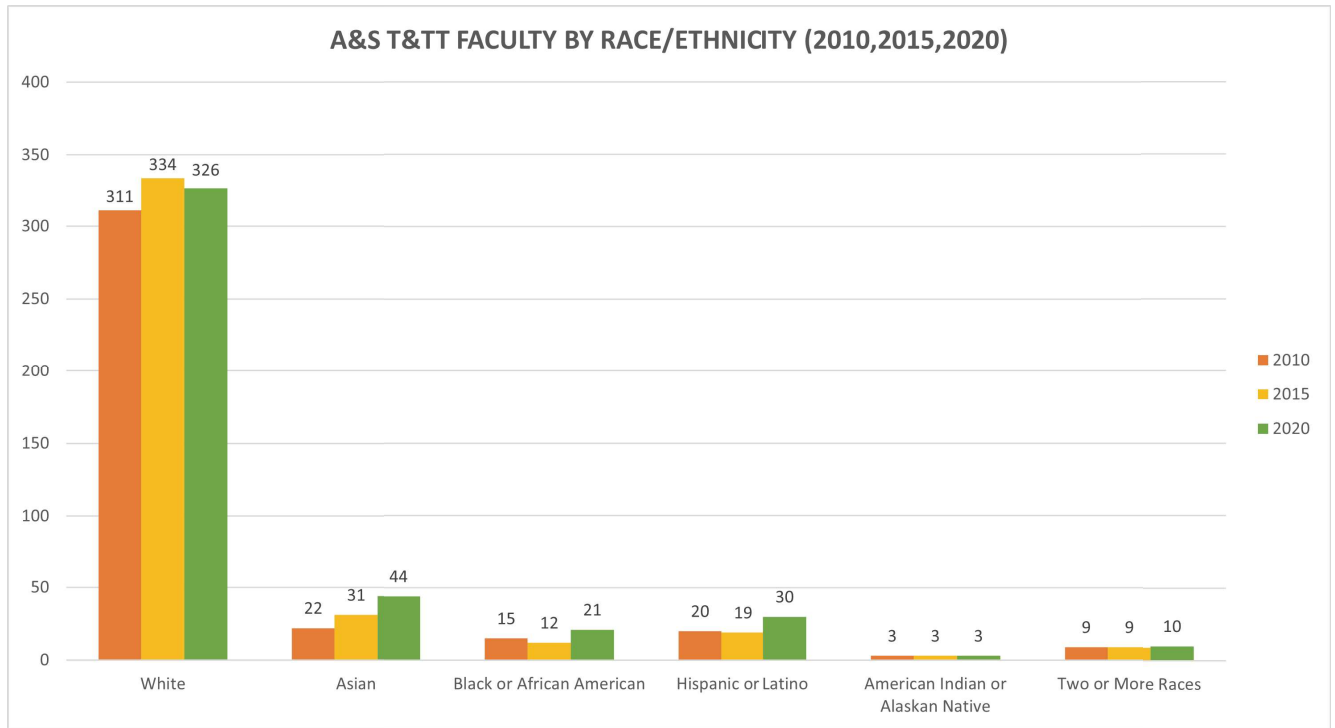


Figure 1. Race and Ethnicity by Group and Number

A&S T&TT FACULTY BY RACE/ETHNICITY (2010,2015,2020)

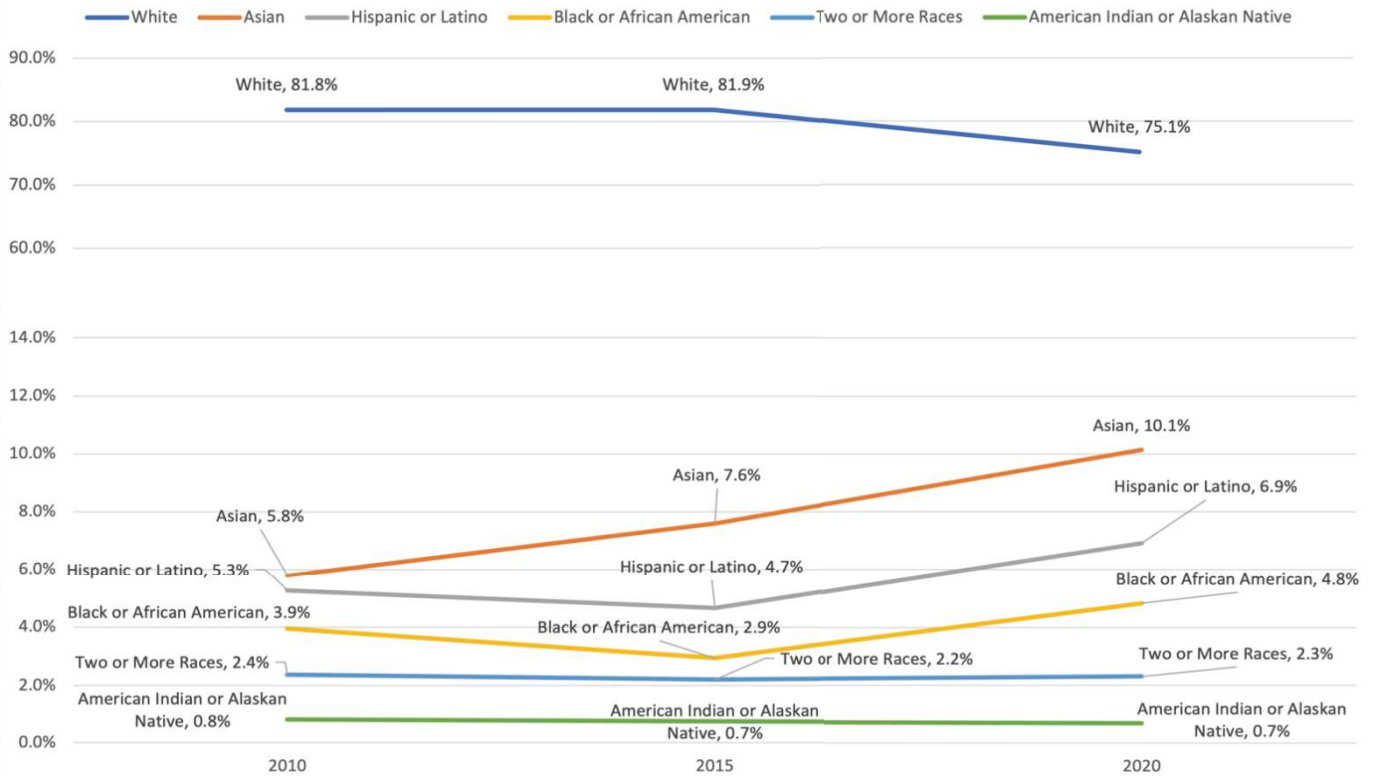


Figure 2. Race and Ethnicity by Group and Percentage

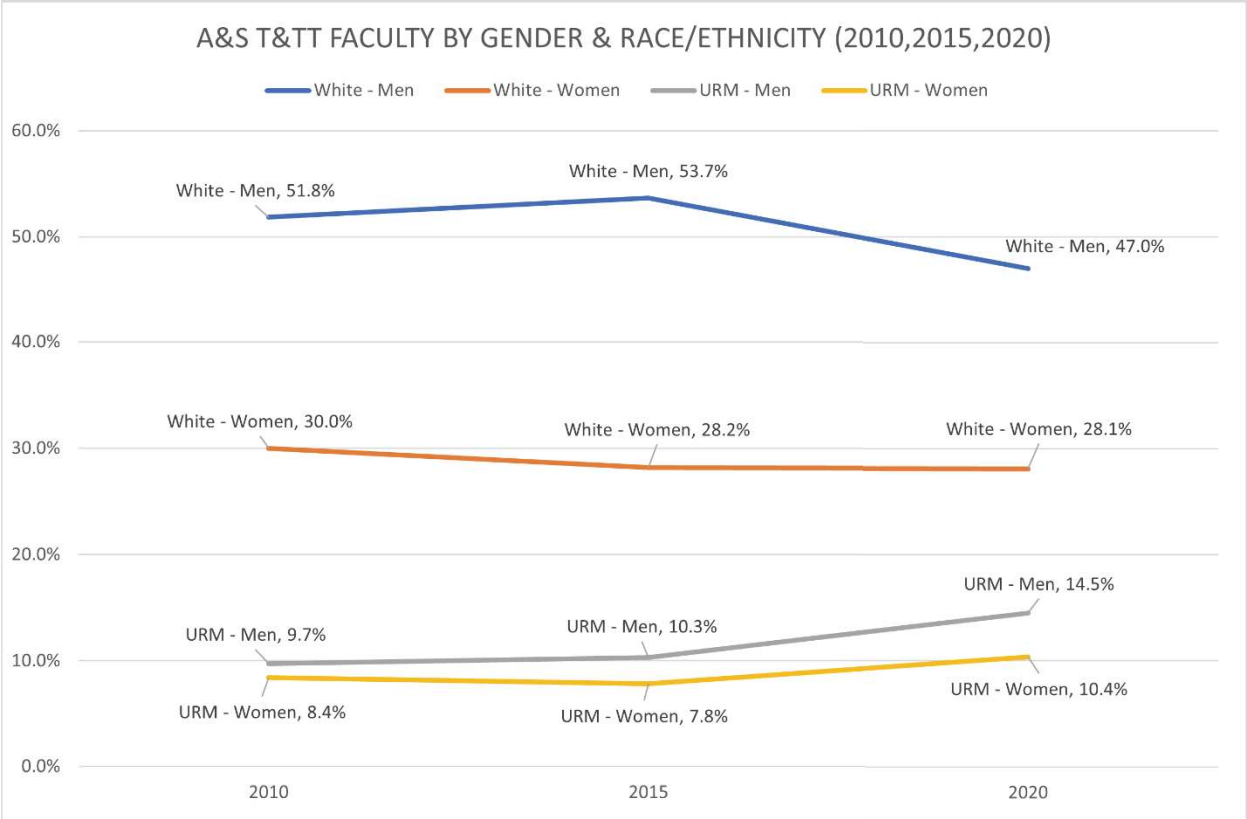


Figure 3. Gender, Race, and Ethnicity Aggregated by Percentage

Numerical Tables for Tenure-Track and Tenured Faculty

Table 1. Race and Ethnicity by Group and Number, with Net Growth by Number and Percent

Year	White	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Two or More Races	Total
2010	311	3	22	15	20	9	380
2015	334	3	31	12	19	9	408
2020	326	3	44	21	30	10	434
Net	15	0	22	6	10	1	54
Proportion of Net	28%	0%	41%	11%	19%	2%	

Table 2. Race and Ethnicity by Group and Percent

Year	White	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Two or More Races
2010	81.8%	0.8%	5.8%	3.9%	5.3%	2.4%
2015	81.9%	0.7%	7.6%	2.9%	4.7%	2.2%
2020	75.1%	0.7%	10.1%	4.8%	6.9%	2.3%

Table 3. Gender by Number, with Net Growth by Number and Percent

Year	Men	Women	Total
2010	234	146	380
2015	261	147	408
2020	267	167	434
Net	33	21	54
Proportion of Net	61%	39%	

Table 4. Gender by Percent

Year	Men	Women
2010	61.6%	38.4%
2015	64.0%	36.0%
2020	61.5%	38.5%

Table 5. Gender and Aggregated Race/Ethnicity Groups by Number and Percent

Year	Men		Women		Total
2010					
URM	37	10%	32	8%	69
White	197	52%	114	30%	311
2015					
URM	42	10%	32	8%	74
White	219	54%	115	28%	334
2020					
URM	63	15%	45	10%	108
White	204	47%	122	28%	326

SUMMARIES BY ACADEMIC DIVISION

In order to look beyond aggregated data, leaders in Arts and Science consider faculty composition at the level of divisions, departments, and programs. Here, we compare ourselves to the measure of “Faculty Availability” calculated by the Association of American Universities Data Exchange (AAUDE). These comparison data have been provided by Dartmouth’s Office of Institutional Research (OIR). The Faculty Availability comparison refers to the composition of the faculty across the comparison group institutions, averaged over the most recent three years and using only the disciplines most comparable to Dartmouth’s Arts and Sciences departments and programs. The disciplines are defined by the standardized Classification of Instructional Programs (CIP). The availability figures are calculated as distributed weighted averages across the academic divisions within Arts and Sciences.

For reasons of confidentiality, these data cannot be included in this report. Nonetheless, we take account of these comparisons in our strategic decision making.

Arts and Humanities

The faculty in Arts and Humanities is moderately more diverse with respect to race and ethnicity than in 2010. At the same time, women’s representation has fallen.

Table 6. Arts and Humanities, Race and Ethnicity by Percentage

Year	White	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Two or More Races	A&H URM Total
2010	77.7%	0.0%	5.8%	3.6%	7.9%	5.0%	22.3%
2015	75.0%	0.0%	6.9%	2.8%	11.1%	4.2%	25.0%
2020	74.0%	0.0%	5.3%	5.3%	11.5%	3.8%	26.0%

Table 7. Arts and Humanities, Gender by Percentage

Year	A&H Men	A&H Women
2010	46.0%	54.0%
2015	49.3%	50.7%
2020	49.6%	50.4%

Social Sciences

The faculty in Social Sciences has changed relatively little with respect to race and ethnicity since 2010. At the same time, women’s representation has increased.

Table 8. Social Sciences, Race and Ethnicity by Percentage

Year	White	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Two or More Races	Social Sciences URM Total
2010	86.8%	0.0%	5.8%	3.3%	2.5%	1.7%	13.2%
2015	90.8%	0.0%	6.2%	1.5%	0.8%	0.8%	9.2%
2020	86.5%	0.0%	5.0%	3.5%	4.3%	0.7%	13.5%

Table 9. Social Sciences, Gender by Percentage

Year	Social Sciences Men	Social Sciences Women
2010	68.6%	31.4%
2015	72.3%	27.7%
2020	65.2%	34.8%

Sciences

The faculty in Sciences has grown more diverse with respect to race and ethnicity since 2010, although unevenly across groups. Women’s representation has also increased.

Table 10. Sciences, Race and Ethnicity by Percentage

Year	White	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Two or More Races	Sciences URM Total
2010	85.6%	0.0%	7.2%	2.1%	5.2%	0.0%	14.4%
2015	85.1%	0.0%	9.9%	2.0%	2.0%	1.0%	14.9%
2020	72.0%	0.0%	18.0%	4.5%	3.6%	1.8%	27.9%

Table 11. Sciences, Gender by Percentage

Year	Sciences Men	Sciences Women
2010	77.3%	22.7%
2015	77.2%	22.8%
2020	73.9%	26.1%

Interdisciplinary Studies

The aggregated demographic data here are only partially meaningful due to joint appointments: the data do not account for fractions. The relocation of ASCL and MES since 2015 has substantially impacted the size and composition of the faculty. Nonetheless, women’s representation has fallen.

Table 12. Interdisciplinary Studies, Race and Ethnicity by Percentage

Year	White	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Two or More Races	INT URM Total
2010	63.6%	13.6%	0.0%	18.2%	4.5%	0.0%	36.4%
2015	67.9%	10.7%	10.7%	10.7%	0.0%	0.0%	32.1%
2020	52.9%	5.9%	19.6%	7.8%	9.8%	3.9%	43.1%

Table 13. Interdisciplinary Studies, Gender by Percentage

Year	Interdisciplinary Men	Interdisciplinary Women
2010	50.0%	50.0%
2015	57.1%	42.9%
2020	54.9%	45.1%