Recruitment and Retention of Faculty and Students of Color in Planning Schools

Planners Of Color Interest Group Presentation to the ACSP Administrator’s Conference

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Share with us…

What does diversity look like to you?
Importance of Diversity in Planning Schools

- Equity of opportunity and representation
- Expand the scope of scholarly inquiry and discourse
- Enrich the learning environment
- Practical need for planners of color who can work in communities of color in unique ways that ‘outsiders’ may not
- Increasing diversity of the U.S. population
- A core value in planning education
- Central to the history and criteria of planning accreditation
Ethnicity of Faculty, Student & U.S. Populations

- **Faculty:** 2008
- **Students:** 2009

- **Ethnicity:**
  - Hispanic
  - African American
  - Asian American
  - White

- **Planning Accreditation Board**

- **U.S. Census Projections**

- **Charts:**
  - Bar chart showing differences in faculty and student ethnicity.
  - Line chart showing projected data for the U.S. Census for different ethnic groups from 2010 to 2050.

**Legend:**
- Orange: Non-Hispanic Whites
- Yellow: Hispanics/Latinos (of any race)
- Gray: African Americans
- Red: Asian Americans
The Current Problem

- Post-affirmative action withdrawal from more aggressive efforts
- Insufficient progress in removing vestiges of discrimination
- Promulgation of rules that may be counterproductive to diversification
- Lack of progress in building a critical mass of planning scholars of color or those who study planning issues in communities of color
- Economic recession and anti-immigration climate that reinforces intolerance of minority and people of color
- Administrations’ focus on recruitment overshadowing retention of minority faculty
- 40.5% of POCIG Campus Climate Survey respondents reported having personally experienced hostile/offensive conduct at work
Planning School Student Statistics

Source: PAB Student Demographic Data: 2005-2009
What Chairs and Administrators Can Do to Increase Recruitment

- Department/School Climate
- Clarification of affirmative opportunity hiring goals
- Networking with scholars of color
- Targeted recruitment efforts
  - Advertising with organizations, journals and institutes of interest to minority scholars
  - Advertise through listservs that reach scholars of color
- Diverse search committees informed about value of diversity
- Help departments prepare a more diverse pool of Ph.D.’s
- Develop faculty fellows and post-doctoral positions
What Chairs Can Do to Increase Retention

- Departmental/School Climate
- Celebrate diversity beyond tokenism
- Role model diversity through supportive social practices for students and staff, inside and outside of the classroom
- Clarification of tenure/promotion requirements and expectations
- Ensure enforcement of anti-discrimination laws
- Ensure that research on racial and cultural issues is valued
- Establish mentoring with both professional and personal support
- Help find support for research areas
- Avoid overloading with committee work
Planning for Diversity Exercise Instructions

1. Circle around one of the following table topics:
   - Faculty recruitment
   - Faculty retention
   - Student recruitment
   - Student retention

2. On plates using RED pen: Write one obstacle or problem related to your issue.

3. Using the wooden arrows, lay them out to show causal relationships; then identify the major causal ‘drivers.’

4. On plates using BLUE pen: Focusing on the drivers, write down “solutions” to those problems or “actions” to overcome those obstacles; these should be ‘actionable.’

5. Each group share ‘action ideas.’

6. Discuss how you can use this exercise to develop an action plan to address faculty and student diversity within your department.
Results from Workshop Exercise
Faculty Recruitment
Faculty Recruitment: Obstacles or problems to achieving a diverse faculty

- Attitudes of those in leadership
- Lack of support/respect for research interests among candidates of color
- Lack of minority peers or those who do research on issues related to communities of color
- Institutional culture and history of the school/department
- Pipeline from undergraduate and graduate education to faculty ranks
Faculty Recruitment: Solutions to improving a faculty diversity

- Culture and history of school you are in – how to change it
- Redefining what we expect in terms of credentials
- Encouraging multi-year searches
- Infuse curriculum with cultural competencies regardless of faculty background
- Change mentoring attitudes
- Require search committees to have diverse first cut pool (clinical, research, teaching)
- Consider alternative tracks
- Diversity or diversity adjunct faculty
- Create post-docs
- Widen or make flexible the scope of the search
- View as long-term commitment to faculty diversity
- Encourage master’s students to pursue PhD
Faculty Retention
Faculty Retention: Obstacles or problems to retaining diverse faculty

- Lack of a sense of “community” in department generally; lack of a community of minority scholars
- Expected to be the expert in your “diversity” category
- False expectations and pressure
- Lack of supportive environment
- Eagerness for social change can lead to more community engagement and less focus on scholarly output
- Lack of scholarly mentorship in the area of publications
- Lack of clarity of tenure expectations
Faculty Retention: Solutions to retaining a diverse faculty

- Establish formal mentoring program
- Explicit promotion and tenure guidelines
- Make tenure process and surrounding discussions more transparent
- Create a supportive environment for open discussion
- Create campus wide support network for people of diverse backgrounds
- Help junior faculty reach out and network with others for support within and outside of department/school
Student Recruitment (group 1)
Student Recruitment (group 2)
Student Recruitment: Challenges to recruiting students of color

- Promotion of opportunities
- Fragmented pool favoring community development issues
- Number of interested qualified minority students
- Supply < demand
- Developing a culture of diversity
- Financial support
- Time and resources needed for additional minority recruiting
- Awareness of planning as a career
- Access to minority students
- Lower average GPA and GRE scores

- Culture, language barriers to reaching them
- Lack of visibility of planning as a career/discipline
- Lack of funding for students
- Lack of university/college commitment
- Few minority students in some communities/states
- Location of university in non-diverse state
- Lack of resources for targeted recruitment
- Cost of attendance
- Lack of diverse faculty
- Transportation access problems
- Lack of awareness about benefits of diversity
Student Recruitment: Solutions to improving a diverse student body

- More undergraduate planning course; reach out to undergraduates
- Reach out to high school students
- Dedicated minority scholarships or aid
- Minority student groups as social capital
- Balance admissions across specializations
- Develop strategic and equitable diversity plan
- Community oriented studios and workshops
- Bring in practitioners of color as role models
- Move away from score-driven admissions
- Research foci that attract diverse array of students
- Curriculum foci; include more content related to diversity issues
- Hire minority students on grants on related research projects - not necessarily from your school
- Use applied or contract research to support students
- Collaborate with disciplines supporting inclusive practices
- Ask APA to fund first-year minority students
- Lobby for return of HUD work study
- Reduce/eliminate out of state tuition differentials
- Introductory program to recruit undergrads with other graduate programs
- Identify and recruit from growing minority populations in state
- More funding for students to visit programs
- Active recruitment at HBCU’s
- Recruitment and information for high school youth
Student Recruitment: Solutions to improving a diverse student body (continued)

- Recruiters with similar background and know how to reach the minority students
- Teach exciting “accessible” courses for undergraduates
- APA high school congresses
- Promote cultural competency
- E-mail follow-up and open house invite
- High school magnet program
- Target existing resources for recruitment
- Partner with city planning program for youth
- Outreach to local community leaders
- Campus wide outreach efforts
- Look at what other disciplines are doing – we are not alone
- Promote dialogue about diversity – engage students, faculty and alumni

Comments: Solutions are ad-ons to what schools are already doing. Should we change what we are already doing? Maybe change curriculum and then type of research would change: Being able to teach courses that would attract minority faculty. How to communicate with potential students to convey what it is we are doing.
Student Retention
Student Retention: challenges to achieving a diverse student body

- Family demands and needs
- Academic performance
- Transit availability
- Cultural norms (not sure what this means)
- Hiring/recruiting away
- Cost of going to school
- Academic preparation
- School/department climate
- Lack of community
- Funding
Student Retention: Solutions

- More Socializing on and off campus
- Outreach and marketing of planning to K-12 and community colleges
- Improve mutual understanding through curriculum and co-curriculum
- Leaders stress importance of diversity
- Focused mentoring