



HARVARD



GRADUATE SCHOOL
OF EDUCATION

What can data tell us about mid-career faculty of color?

R. Todd Benson Ed.D.

Executive Director and Principal Investigator

The Collaborative on Academic Careers in Higher Education

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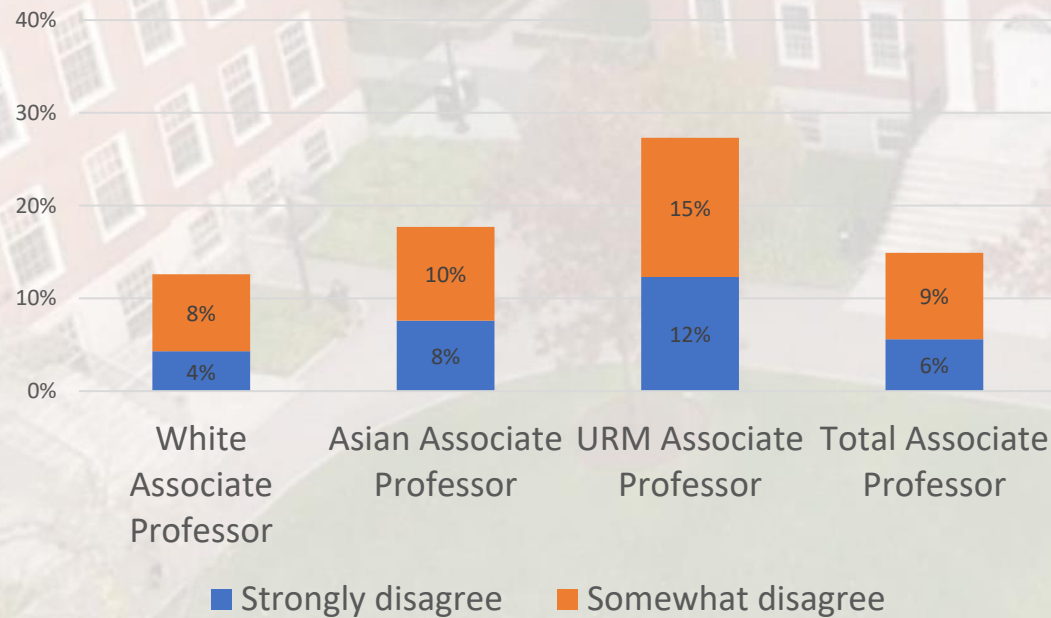
Some things that make me proud to be a part of COACHE

- Our approach to engaging our partners in this challenging work
- Our rigorous approach to methodology
- Our commitment to elevating the voices of marginalized faculty

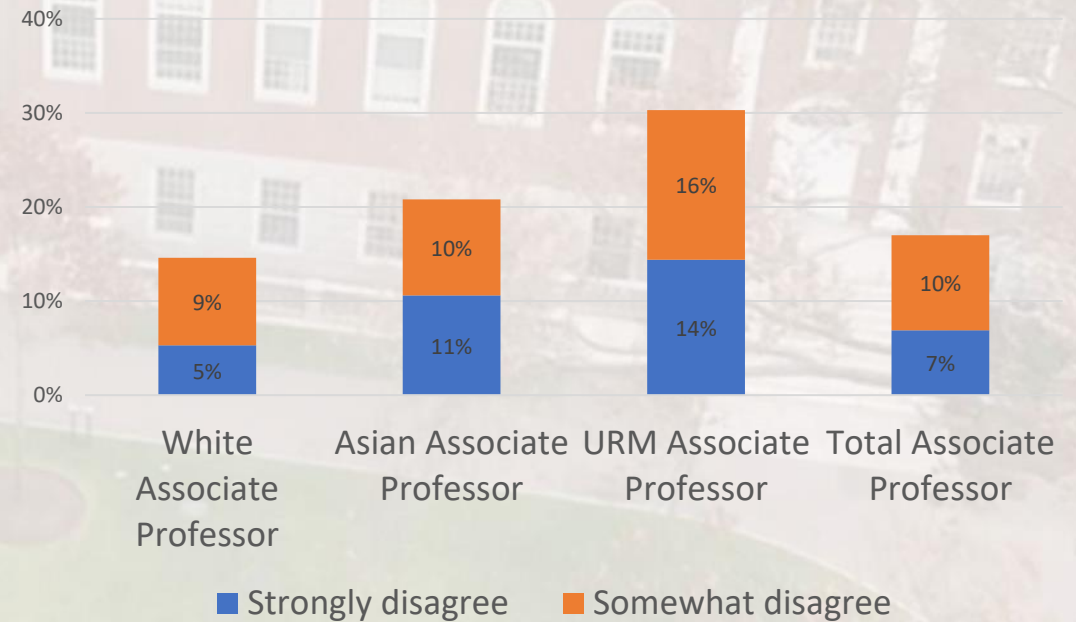


Every institution says they care about DEI. Do your faculty they believe you?

On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department



There is visible leadership at my institution for the support and promotion of diversity on campus





Departmental Commitment to DEI and Global Satisfaction

Among associates who **disagree** that there is visible leadership at their institution for the support and promotion of diversity

71.2% of underrepresented minority faculty report feeling **very dissatisfied** with their institution as a place to work

Among associates who **agree** that there is visible leadership at their institution for the support and promotion of diversity

86.5% of underrepresented minority faculty report feeling **very satisfied** with their institution as a place to work



Departmental Commitment to DEI and Global Satisfaction

Among underrepresented minority faculty at the associate rank who **agree** that their departmental colleagues are committed to promoting and supporting diversity

83.7% would **strongly recommend** their department as a place to work

Among underrepresented minority faculty at the associate rank who **disagree** that their departmental colleagues are committed to promoting and supporting diversity

86.3% **would not recommend** their department as a place to work



Motivation for seeking an outside offer



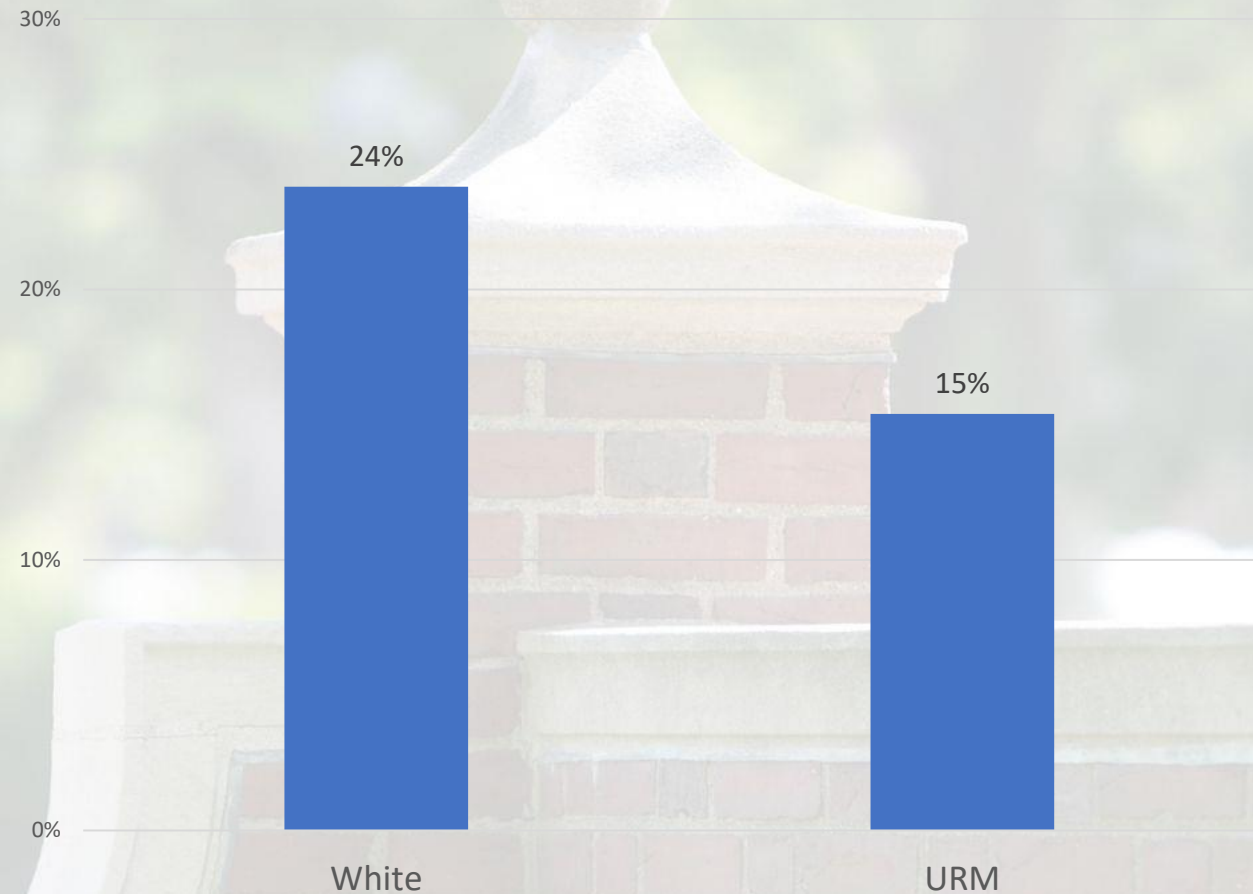
- I did not initiate a search for a job offer
- To leave the institution
- To use an offer as leverage to renegotiate the terms of my employment at [INSTITUTION]



What could your institution have done to retain you?

What could your institution have changed to convince you to stay?
(Departures Only)

I could not have been convinced to stay



Learn More

For additional information on partnering with COACHE, contact:

R. Todd Benson, Ed.D., Executive Director and Principal Investigator
Todd_benson@gse.harvard.edu
617.496.3409

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