

**Item 12.0: Diversity in Research Leadership**

**Presenter:** Jeff Jacobsen

Conversations about all facets of diversity and inclusion are increasingly common in public and private sectors across local to global scales. Higher education institutions are no exception with frequent initiatives directed at undergraduate students, and to a lesser extent, graduate students. Faculty activities are also targeted to enhance the diversity in academic departments and programs. These efforts are beginning to assist with the complex and challenging activities to enhance diversity and inclusion. Many individual professionals support practices and actions at a multitude of levels to advance the conversation and improve the environment. Institutions may also have awareness activities, in-depth training and other initiatives designed to improve individual perspectives and organizational development.

The five Executive Directors of the regional research associations have had preliminary discussions and believe that some initial data collection with traditional diversity counts would help inform our status across ESS and the allied organizations. We have collected preliminary information on the administrators within Dean and Department units from our respective regions from the web (with the recognized caveats), yet with the goal of a national snapshot. In addition, we are collecting similar information from the most recent cohorts of the LEAD21 program. FSLI is also working on a diversity summary from their program to add to this effort. We have identified gender and ethnicity across these administrative units to help inform our discussions. As an additional perspective, one does not have to look beyond a routine ESCOP meeting to sense that we could and should do more to mindfully participate in changing the diversity and inclusion activities associated with research leadership.

As an element of the agricultural and natural resources research leadership infrastructure, we pondered several questions:

- Where are we positioned within ESS in terms of leadership diversity and its potential pipeline?,
- Are there actions and programmatic activities that might contribute to advancing this contemporary issue?, and
- What best practices could we adopt in our regional and national associations that would complement other on-going efforts?

To explore, discuss and provide initial recommendations to ESCOP an Ad Hoc Committee could be formed. The potential composition of this group: 5 AES directors, 1-2 college-level diversity and inclusion administrators, 1 AHS, 1 allied leader, 1-2 Executive Directors and 1-2 Assistant Directors. The charge would be to explore the topic of Diversity in Research Leadership, provide ideas and actions for consideration and to supplement institutional, regional and national diversity and inclusion efforts, all in the context of ESS. Preliminary information would be presented during the November ESCOP meeting and final recommendations would be provided to ESCOP in early 2016.

**Action Requested:** Discussion and Approval for Formation of Ad Hoc Committee

UNIT	Count by Region					National Total	% of Total	Diversity by Region*					Diversity Within Region**				
	ARD	NC	NE	S	W			ARD	NC	NE	S	W	ARD	NC	NE	S	W
<b>Dean***</b>																	
Total F	14	12	13	12	22	73	23%	19%	16%	18%	16%	30%	26%	22%	26%	16%	26%
Total M	40	42	37	62	64	245	77%	16%	17%	15%	25%	26%	74%	78%	74%	84%	74%
White F	1	12	11	10	19	53	17%	2%	23%	21%	19%	36%	2%	22%	22%	14%	22%
Minority F	13	0	2	2	3	20	6%	65%	0%	10%	10%	15%	24%	0%	4%	3%	3%
White M	3	40	33	57	54	187	59%	2%	21%	18%	30%	29%	6%	74%	66%	77%	63%
Minority M	37	2	4	5	10	58	18%	64%	3%	7%	9%	17%	69%	4%	8%	7%	12%
Total Minorities	50	2	6	7	13	78	25%	64%	3%	8%	9%	17%	93%	4%	12%	9%	15%
Total White	4	52	44	67	73	240	75%	2%	22%	18%	28%	30%	7%	96%	88%	91%	85%
<b>TOTAL</b>	<b>54</b>	<b>54</b>	<b>50</b>	<b>74</b>	<b>86</b>	<b>318</b>											
<b>Dept****</b>																	
Total F	13	28	26	20	38	125	23%	10%	22%	21%	16%	30%	52%	20%	23%	14%	29%
Total M	12	115	89	121	91	428	77%	3%	27%	21%	28%	21%	48%	80%	77%	86%	71%
White F	2	25	21	18	32	98	18%	2%	26%	21%	18%	33%	8%	17%	18%	13%	25%
Minority F	13	3	5	2	6	29	5%	45%	10%	17%	7%	21%	52%	2%	4%	1%	5%
White M	3	102	76	107	85	373	67%	1%	27%	20%	29%	23%	12%	71%	66%	76%	66%
Minority M	7	13	11	14	6	51	9%	14%	25%	22%	27%	12%	28%	9%	10%	10%	5%
Total Minorities	20	16	16	16	12	80	14%	25%	20%	20%	20%	15%	80%	11%	14%	11%	9%
Total White	5	127	97	125	117	471	85%	1%	27%	21%	27%	25%	20%	89%	84%	89%	91%
<b>TOTAL</b>	<b>25</b>	<b>143</b>	<b>115</b>	<b>141</b>	<b>129</b>	<b>553</b>											
<b>Dean &amp; Dept</b>																	
Total F	27	40	39	32	60	198	23%	14%	20%	20%	16%	30%	34%	20%	24%	15%	28%
Total M	52	157	126	183	155	673	77%	8%	23%	19%	27%	23%	66%	80%	76%	85%	72%
White F	3	37	32	28	51	151	17%	2%	25%	21%	19%	34%	4%	19%	19%	13%	24%
Minority F	26	3	7	4	9	49	6%	53%	6%	14%	8%	18%	33%	2%	4%	2%	4%
White M	6	142	109	164	139	560	64%	1%	25%	19%	29%	25%	8%	72%	66%	76%	65%
Minority M	44	15	15	19	16	109	13%	40%	14%	14%	17%	15%	56%	8%	9%	9%	7%
Total Minorities	70	18	22	23	25	158	18%	44%	11%	14%	15%	16%	89%	9%	13%	11%	12%
Total White	9	179	141	192	190	711	82%	1%	25%	20%	27%	27%	11%	91%	85%	89%	88%
<b>GRAND TOTAL</b>	<b>79</b>	<b>197</b>	<b>165</b>	<b>215</b>	<b>215</b>	<b>871</b>											

\* Within the Diversity by Region (columns 9-13), an individual category (row) will sum to 100% across the five regions in either the Dean, Dept or Dean+Dept groups.

\*\* Within the Diversity Within Region (columns 14-18), combinations of categories (Total F+ Total M; White F+Minority F+White M+Minority M; Total Minorities+Total White) will sum to 100% within each region in either Dean, Dept, Dean+Dept groups.

\*\*\* Dean group includes all AES (research) administrators, top AHS, top CES and top AP, regardless of acting/interim status.

\*\*\*\* Department group includes all primary chairs/heads of degree granting units, regardless of acting/interim status.



