

call to service: 2 vacancies on PRODiG

Jennie D'Ambroise <dambroisej@oldwestbury.edu>

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To: faculty@oldwestbury.edu <faculty@oldwestbury.edu>

Dear Faculty Colleagues,

There are currently **two tenured vacancies** on the PRODiG Committee. If you are a tenured faculty member and wish to submit your name for nomination on this committee please fill out the self-nomination form including a brief description of your suitability for the committee in consideration of the membership criteria outlined below. The purpose of the committee is to help the college increase equity, inclusion and hiring and retention of underrepresented minorities and women in STEM. Since the committee was just recently endorsed by the Senate and the longer - term membership process is still TBD, these temporary appointments will be made *just for this semester only*.

Self-nominations are due midnight Friday Feb 4th.

Self-Nomination Form --> <https://forms.office.com/r/5B8yH7rKgF>



Fill | PRODIG Nomination Form, for tenured faculty vacancies (2 available)

Please note that nomination descriptions gathered below will be posted on the Faculty Senate website. Nomination descriptions are due midnight Friday Feb 4th.

forms.office.com

PRODIG BACKGROUND INFO

The SUNY PRODiG ("Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth") initiative aims to increase the representation of historically underrepresented faculty at SUNY, including underrepresented minority faculty ("URM") in general and women faculty of all races in STEM fields ("WSTEM"). PRODiG initiative aims to take a comprehensive approach to increasing faculty diversity by identifying historically underrepresented faculty, growing the pipeline

of URM and WSTEM students in academic careers, insisting that campuses employ best practices empirically proven to reduce barriers to diversity in the faculty search process, and improving recruitment and retention processes across the campuses. The stated goals of the PRODiG program are in part for campuses to transform their hiring processes, pipeline initiatives and faculty retention efforts.

Old Westbury's college-wide PRODiG committee was established in 2019. In Summer 2019 faculty representatives on the Old Westbury PRODiG committee were appointed under the direction of college administration. Old Westbury's existing PRODiG committee has been responsible for managing the PRODiG plan since summer 2019. The campus needs to improve on diversity, equity and inclusion. While Old Westbury's mission statement highlights social justice, the campus needs to improve on diversity and inclusion based on the data which shows a gap (31% difference) between the percentage of our students (55% in Fall 2018) and our tenure stream faculty (24% in January 2018) who are members of underrepresented minorities. In particular, campus data illustrate that there is a stark gap in the representation of Black & Latinx faculty among those who are tenured and tenure-track. For example, as of January 2020 Black faculty comprised only 11% and Latinx faculty comprised only 10% of tenure stream faculty, despite the fact that Black and Latinx students constitute majority of our students, at 24.7% and 33%, respectively. Full-time Black faculty are close to proportionally represented only among those on the non-tenure stream (22%).

Moreover, Native Americans comprised a scant 0.68% (and 0.4 % of full-time students) although the college is located on ceded Indigenous lands, and Asians comprised only 17% of tenure stream faculty (and 10.6% of full-time students).

PRODIG COMMITTEE MEMBERSHIP

The Faculty Senate has accepted the establishment of the college-wide PRODiG committee that:

1. sets a rigorous standard in terms of guiding towards remedying existing major gaps in the recruitment, hiring and retention of URM and WSTEM faculty, 2. understands the intertwined nature of diversity, equity and inclusion. 3. concretely plans for future sustainable and rigorous DEI expertise within administrative units charged with institutional equity and diversity. With required institutional support and investment—the committee will support rigorous assessment of multi-level barriers and facilitators of PRODiG (and other URM and WSTEM) faculty satisfaction and success, and ensure that these data are transparent and widely available. The faculty membership on the PRODiG Committee shall consist of at least 2/3 tenured faculty; all of whom will preferably have conceptual or methodological expertise (in the form of scholarship or practice) in one or more of the following areas: 1. qualitative and quantitative social science data collection, 2. contemporary theories of barriers and facilitators of institutional equity, 3. Black, Latinx, Asian, Indigenous, or critical race or ethnic studies, 4. theories of anti-racist institutional transformation, 5. critical university studies.

Please also refer to the full resolution --> [LINK TO SPRING 2021 PRODIG RESOLUTION](#)

Jennie D'Ambroise

~ Assistant Professor of Mathematics ~

My Website: www.jdambroise.com
Email is the best way to contact me.
[Sign up for an appointment](#)

~ Vice Chair and Chair-Elect of the Faculty Senate ~

Faculty Senate Website: sites.google.com/site/oldwestburyfacultysenate/
Trouble viewing the FS website? Log **out** of your OW account, or use an incognito window.
