

4b.8 Departmental practices that enhance faculty and student diversity

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Gender diversity issues

Although the percentage of women among the graduating mathematics majors in a given year varies widely, it is often near 40%. This compares to national data showing that about 42% of bachelors degrees in mathematics and statistics are awarded to women¹. Thus, William and Mary's undergraduate mathematics program is comparable to national averages in terms of gender diversification in the bachelors-level mathematical sciences workforce.

In the computational operations research (COR) masters program, about 40% of students are women. This is only slightly lower than the percentage of women among U.S. citizen recipients of masters degrees in the U.S.².

The national percentage of women in each year's cohort of new Ph.D.s in mathematics (pure and applied) and statistics has been holding steady at about 30% for the last five years. Nevertheless, the department has hired only one woman in the last nine tenure-track searches (spread over the last six years) and we now have only one woman among our twenty tenured or tenure eligible faculty. A second woman is a long-term instructor in the department.

Ethnic and national diversity issues

We have no reliable long-term data on the number of minority students among our mathematics majors. However, in the May 2008, we noted that three of our thirty graduating seniors were African-American. Our first African-American woman from the COR program finished her degree in December 2007.

We have no data on the nationality of bachelors degree recipients in our department. In our COR program in a typical year, 10-20% of our students are from overseas, and this contributes to internationalization at the College.

The Faculty Appointments Handbook issued to department chairs by the College's Equal Opportunity Office clearly indicates that diversification of the faculty by nationality is one of the College's hiring priorities. Toward this goal we are doing our part: in fall 2008, of our 20 tenured and tenure-eligible faculty, four came from Russian-speaking areas and five from China, and one has dual U.S.-Swiss citizenship. We often have foreign visitors in the department. In 2007-08, one of our four visiting assistant professors was Japanese and another was Spanish. In 2008-09, we will have one visiting assistant professor, and he is a Korean citizen.

¹See CBMS2005 data.

²Table 285, Digest of Educational Statistics, NCES IPEDS Data, 2005