

Town Hall with Graduate Students and Post-docs



July 16, 2019



Today's Agenda

- Safety
- Department Reorganization
- Questions submitted in advance
 - Faculty diversity
 - Student diversity
 - Equitable hiring practices for post-docs
 - Role of the Climate Coordinating Team
 - Graduate students from other programs
- Questions from the floor



Safety Update

- Few incidents in laboratories – good work!
- A dumpster fire following the GSFLC summer social event – no more BBQ over coals – gas grills only for upcoming events
- Prepare for fall MAQ survey – Sept 2019
- **Goal is to decrease our flammable inventories and improve our status vis international fire codes enforced by MFD**



Department Reorganization

- A 20-person group is actively working on the design of our new department roles
- These faculty and staff leaders are participating in Leading Change, facilitated by change management consultants Dr. Katherine Sanders and Karen Konrath
- Working on job analysis, departmental needs assessment and new job design



ReOrg Leadership Team

- Judith Burstyn (chair)
- Pat Egan (department manager & Director of Administration)
- Clark Landis (incoming chair, Associate Chair for Undergraduate Program)
- Matt Sanders (Executive Director, not continued)
- Jim Weisshaar (former chair, Associate Chair for Research)
- Steve Burke (Associate Chair for the Graduate Program)
- Thomas Brunold (Director of Undergraduate Instruction)

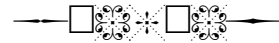


Summer/Fall Working Areas

- Graduate program reorganization
 - New staff support position for Graduate Office
 - Consolidation of all graduate program functions in that office, including student oversight
 - Path coordinators roles will change
 - *Timeline for these changes is not yet known*
- Administrative services reorganization
 - Distribution of Matt's tasks by role function

<http://www.chem.wisc.edu>





Diversity in Faculty Hiring

Departmental and Institutional Context

- Diversity report must be filed with Letters & Sciences Dean's office at the time of our request to interview candidates
- Search committee identity, recruiting practices, candidate pool and prospective interviewees are evaluated for diversity focus
- Since 1999, we have oversampled our pool for diverse interviewees / offers



Candidate Pool is Very Limited

You are the candidates of the future!

Candidates	Number	Percentage
Male	252	74%
Female	78	23%
Black	2	1%
Native American	0	0%
Hispanic	13	4%
Asian	128	37%
Not identified	23	7%

337 applicants for our 2019 faculty positions



Interviewees and Offers

- Top candidates included 9 men (one senior) and 11 women (two senior)
- Interviewees included 6 men (one senior) and 9 women (two senior)
- Offers to 3 men and 5 women (two senior)
- Accepted our offer: 3 men and 1 woman (one senior offer pending)

As trainers for Ph.D. chemists, we must do a better job producing diverse faculty candidates!



Graduate Student Diversity

2017 Graduate School Data – Latest Found

	Headcount	Percent
Total	310	100%
Domestic non-targeted	209	64.7%
Domestic targeted minorities	27	8.7%
International	74	23.9%
Female	130	41.9%
Male	180	58.1%

Percentage of female graduate students is down slightly from a high of 47%; minority percentage is up from <4% and continues to increase



Graduate Degree Recipients

	2009-2011	2012-2014	2015-2017
Total	127	118	155
Domestic non-targeted	89	84	110
Domestic targeted minorities	3	6	8
International	35	28	37
Female	58	53	64
Male	69	65	91

Time to degree was 5.3 years; in these cohorts, it was slightly longer (5.6) for targeted minorities, international



Responses to other questions

- Equitable hiring practices for post-docs
- Role of the Climate Coordinating Team
- Graduate students from other programs
- Other questions?
- Open forum

