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 a 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!

<table>
<thead>
<tr>
<th>Candidates</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>252</td>
<td>74%</td>
</tr>
<tr>
<td>Female</td>
<td>78</td>
<td>23%</td>
</tr>
<tr>
<td>Black</td>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td>Native American</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>13</td>
<td>4%</td>
</tr>
<tr>
<td>Asian</td>
<td>128</td>
<td>37%</td>
</tr>
<tr>
<td>Not identified</td>
<td>23</td>
<td>7%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Headcount</th>
<th>Percent</th>
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<tbody>
<tr>
<td>Total</td>
<td>310</td>
<td>100%</td>
</tr>
<tr>
<td>Domestic non-targeted</td>
<td>209</td>
<td>64.7%</td>
</tr>
<tr>
<td>Domestic targeted minorities</td>
<td>27</td>
<td>8.7%</td>
</tr>
<tr>
<td>International</td>
<td>74</td>
<td>23.9%</td>
</tr>
<tr>
<td>Female</td>
<td>130</td>
<td>41.9%</td>
</tr>
<tr>
<td>Male</td>
<td>180</td>
<td>58.1%</td>
</tr>
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</table>

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

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Total</td>
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<td>118</td>
<td>155</td>
</tr>
<tr>
<td>Domestic non-targeted</td>
<td>89</td>
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<td>110</td>
</tr>
<tr>
<td>Domestic targeted minorities</td>
<td>3</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>International</td>
<td>35</td>
<td>28</td>
<td>37</td>
</tr>
<tr>
<td>Female</td>
<td>58</td>
<td>53</td>
<td>64</td>
</tr>
<tr>
<td>Male</td>
<td>69</td>
<td>65</td>
<td>91</td>
</tr>
</tbody>
</table>

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