

## ***The Inclusive Academy: Achieving Diversity & Excellence***

**Distinguished Professor Virginia Valian, Hunter College & The Gender Equity Project**

***CUNY Faculty Diversity Dialogues, Office of Recruitment and Diversity***

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University Dean Arlene Torres outlined the purpose of the year-long Faculty Diversity Dialogue series as a resource for faculty and other leaders at CUNY who are entrusted with teaching a new generation of diverse students. She introduced Professor Virginia Valian and thanked her for generously contributing to the first Dialogue this past May.

Professor Valian described her work with the NSF-funded Gender Equity Project at Hunter College, <http://www.hunter.cuny.edu/genderequity/> that began in 2002, whose aim was to examine and evaluate institutional practices in the academy rather than individual faculty behaviors. Valian was part of the first cohort of ADVANCE, an initiative that worked to increase the participation and advancement of women in academic science and engineering careers; currently, 50 institutions participate.

Secondly, Professor Valian noted the soon-to-be published book written in collaboration with University of Michigan Professor Abigail Stewart, *The Inclusive Academy: Achieving Diversity & Excellence*. The book builds on research Valian published 20 years ago, *Why So Slow? The Advancement of Women*. MIT Press.

Dr. Valian's focus was on 1) procedures and practices designed to produce institutional change in upper level administration; 2) the need to establish concrete and measurable faculty development goals; and 3) the need for accountability and assessment of job performance. She described evaluation methods for department Chairs, such as self-appraisals that include diversity and equity as one criteria, followed by a review and discussion with the Dean or Provost.

Attendees were asked to think about how we can make it more likely that women and people of color will join and flourish at CUNY. To this end, she shared specific resources produced through the Gender Equity Project. These included how to handle entitlement at work and negotiation, how to develop course assessment tools to limit gender and other biases as well as workshops to help junior faculty develop techniques to be more successful in the academy: <http://www.hunter.cuny.edu/genderequity/resources/workshopmaterials>. These efforts can also inform the development of tools to effectively support and assess CUNY staff.

The need to create an environment that's not only fair, but perceived to be fair. The notion of "interactional fairness" includes treating all with respect and dignity when it comes to workload, resource allocation, supports for tenure and promotion, course assignments, committee work and other service obligations was discussed. Three case studies were reviewed by the session participants. Professor Valian served as a key facilitator answering questions posed by the participants.

We extend our appreciation to the OHRM and ORD staff for their support in the planning and implementation of this program.

