

School of Humanities & Sciences

Faculty Diversification

- We have strong recent momentum: 21 of 53 new faculty arrivals in AYs 19 & 20 were [FIF or FDI](#) appointments
- These colleagues have been/will be joined by **six additional** FIF/FDI appointments in AYs 21 & 22 (despite greatly slowed hiring due to the pandemic), plus we have successfully recruited two colleagues in Biology whose arrival will very substantially increase the numbers for Black and URM faculty in H&S Natural Sciences departments
- IDEAL cluster hires and IDEAL fellows will yield further diversity

Departmental activities with School support

- Departments have initiated new programs to grapple with climate issues, including specific new initiatives in Bio, Applied Physics and Physics, Psychology, and Philosophy that have received help from School staff.
- We have produced new guides to shape good practices in/for academic units, including:
 - › Guide for starting DEI activities
 - › Guide for holistic review of graduate applications
 - › Guide for students on applying to graduate programs in H&S
- There is an ongoing discussion across the School about the use of the GRE in admissions, and many departments have abandoned its use.
- Restart of external reviews for departments has surfaced issues to work on in participating departments.