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Online

Christopher M. Torres

Department of Public Health and Human Performance

Tibisay Hernandez

SUNY Albany, Assistant Director Diversity and Inclusion

Changing Demographics in Academia

Abstract. As demographics of student population in higher education continues to diversify, faculty and staff demographics linger without significant change. This presentation will review current trends, the benefits of a diverse faculty and staff, and new ways to consider recruitment efforts. Discussion topics include the role that institutional support, institutional reputation, and community resources play in terms of diverse faculty recruitment; best practices to help alleviate issues of isolation during the recruitment process and beyond; and real barriers that exist for academics from marginalized communities when they are recruited by predominantly White institutions (PWIs).