

# Do Faculty Diversity Programs Work?: Evidence from 600 U.S. Universities Across 20 Years

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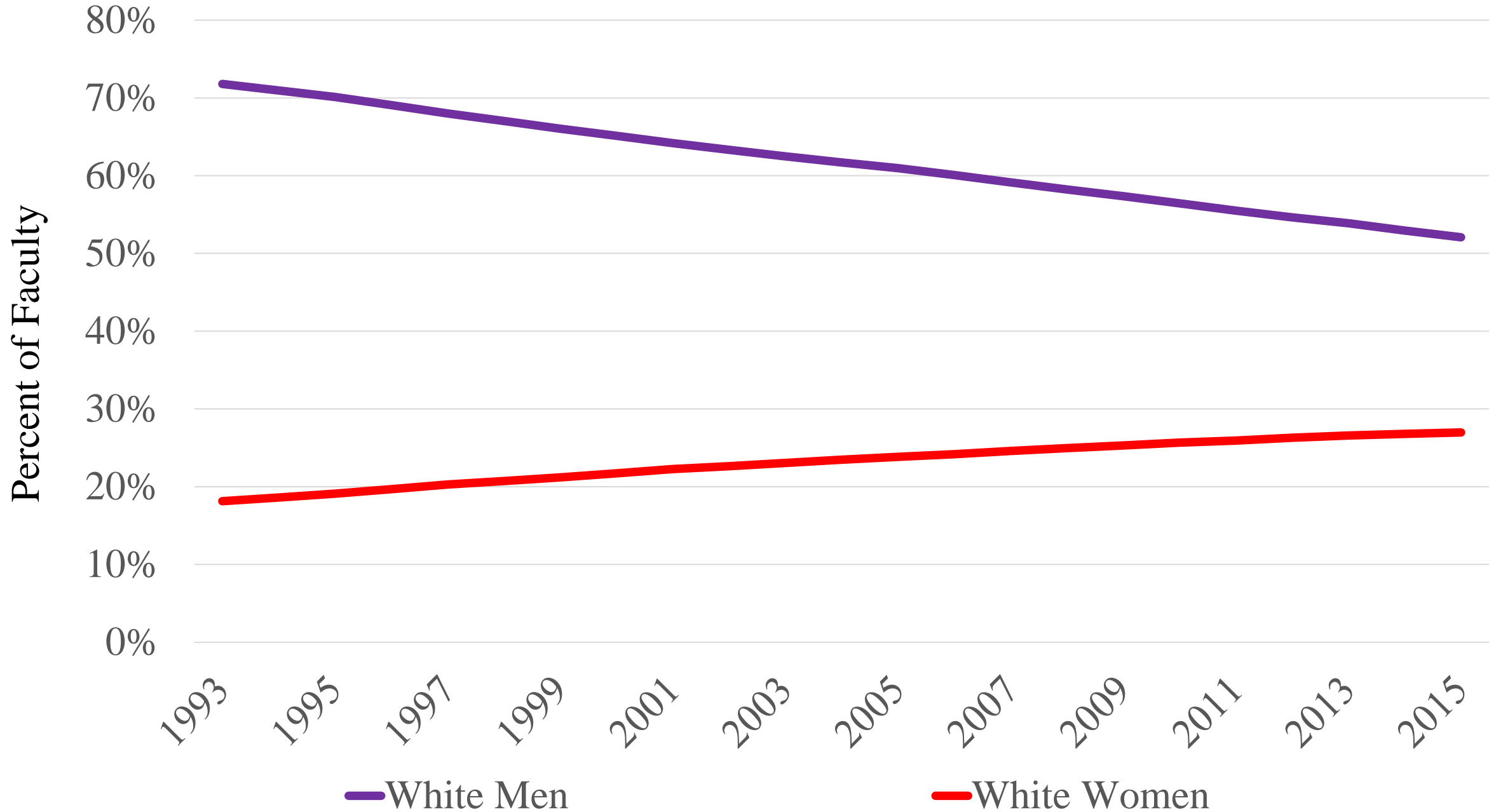
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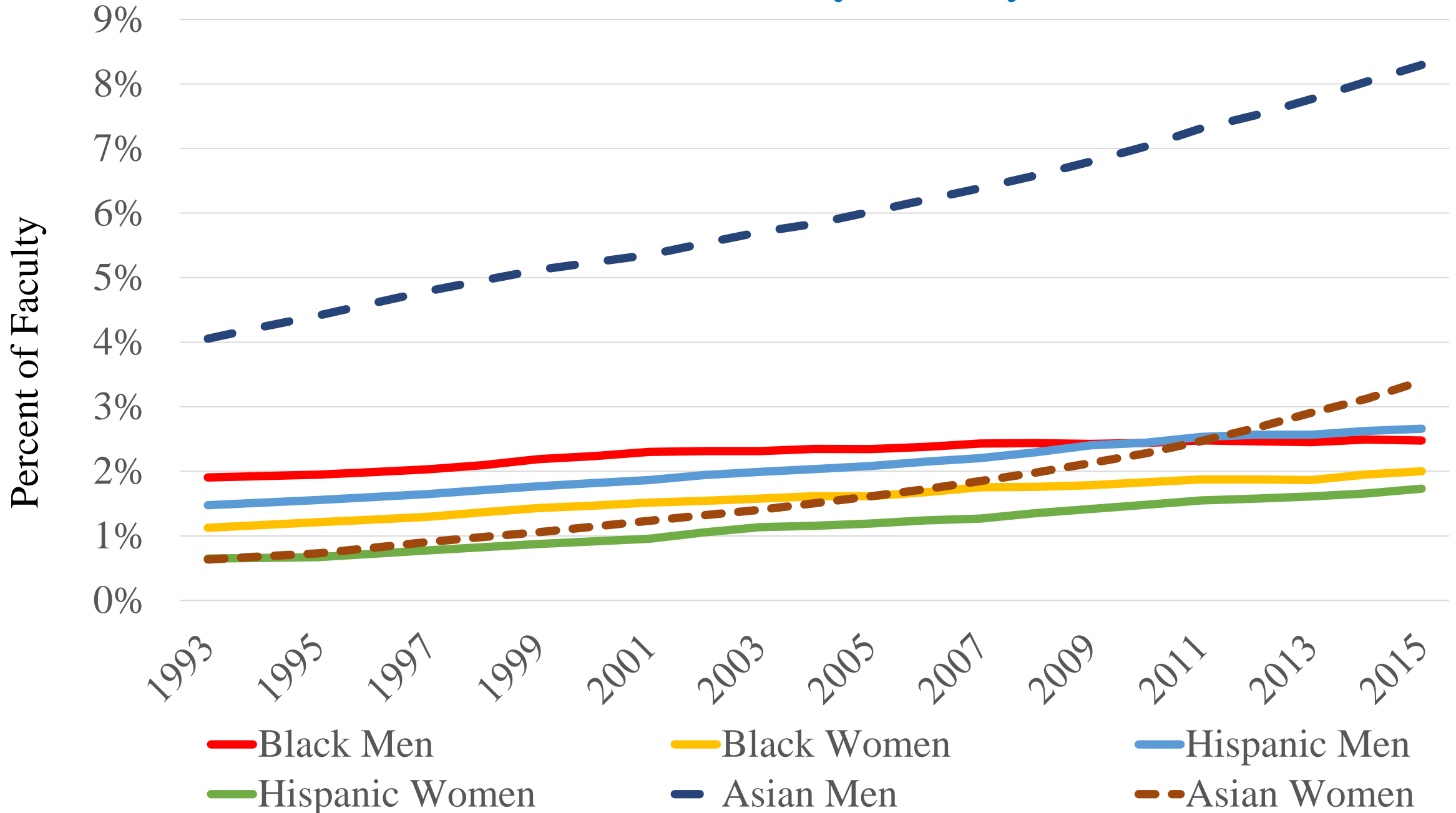
# Data & Methods

- IPEDS Faculty Composition Data, 1993-2015
- Retrospective Survey of 605 Colleges & Universities
- New Programs Effects Over Period in Place
- Panel Models with Fixed Effects for School & Year, RSEs
- Controls: Jr. Faculty Diversity, U.S. Faculty Diversity, Etc.

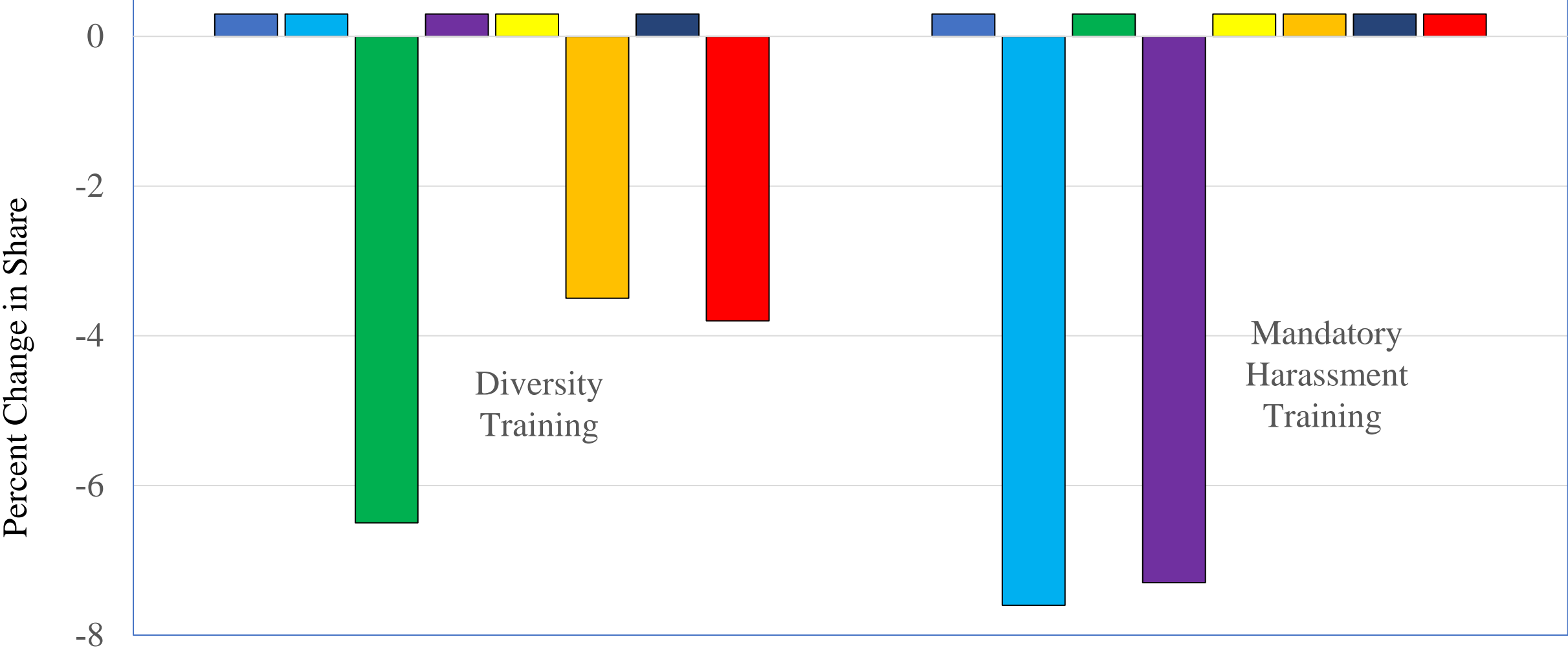
# Tenured White Faculty



# Tenured Minority Faculty



# Diversity and Harassment Training



White Women

Black Women

Hispanic Women

Asian Women

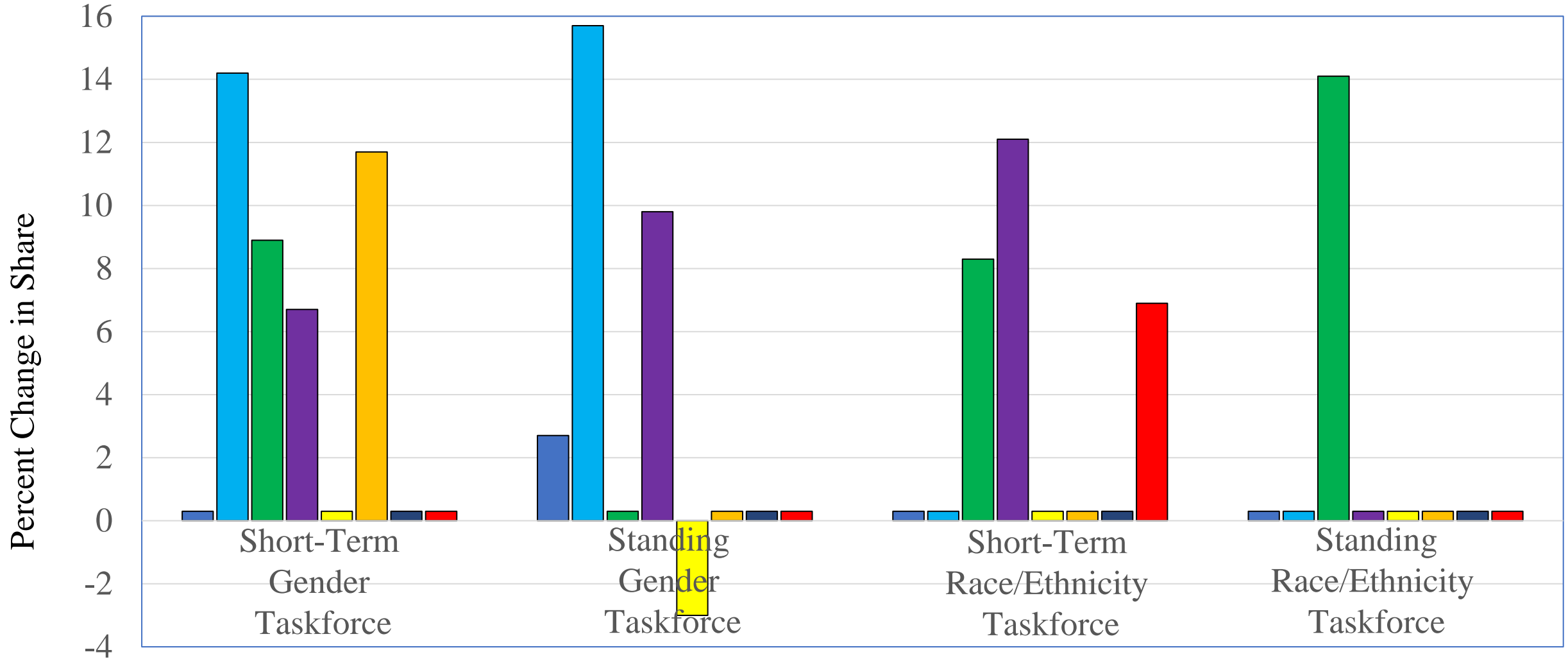
White Men

Black Men

Hispanic Men

Asian Men

# Taskforces



White Women

Black Women

Hispanic Women

Asian Women

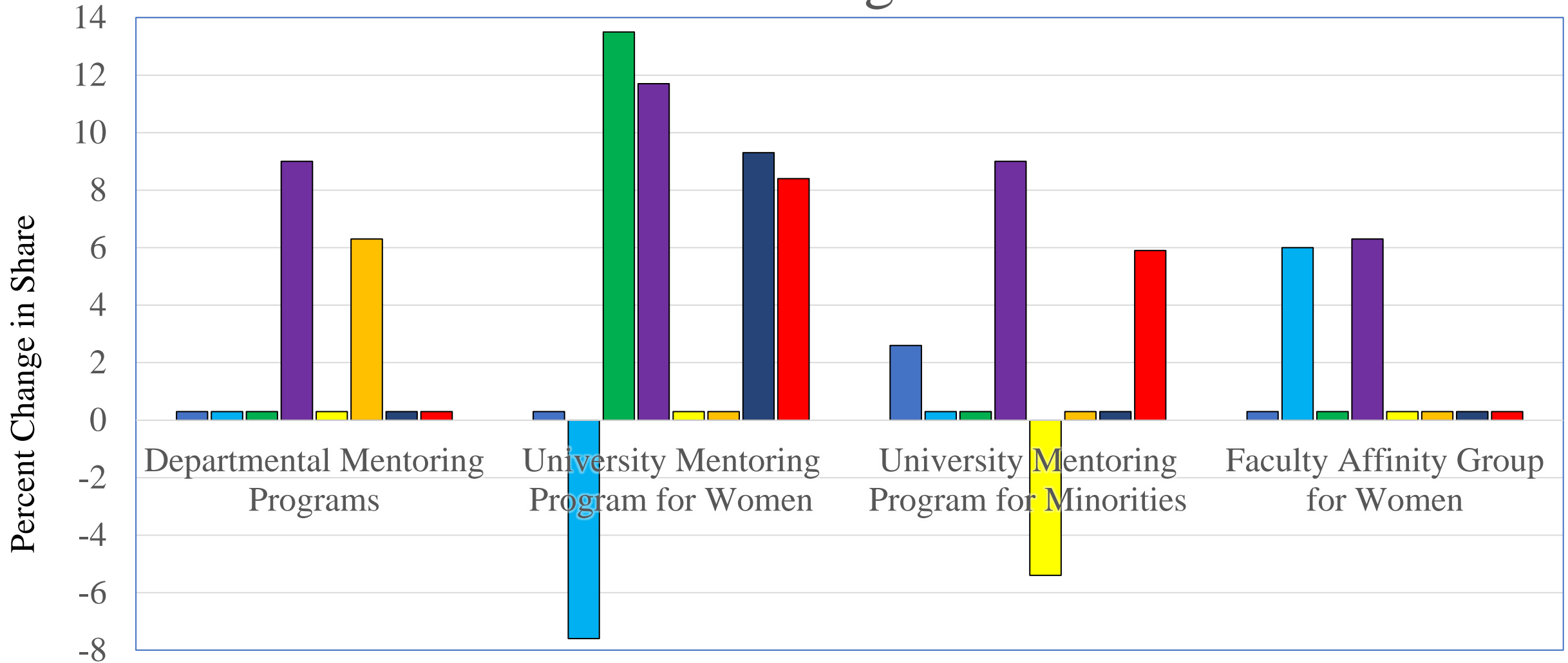
White Men

Black Men

Hispanic Men

Asian Men

# Mentoring



White Women

Black Women

Hispanic Women

Asian Women

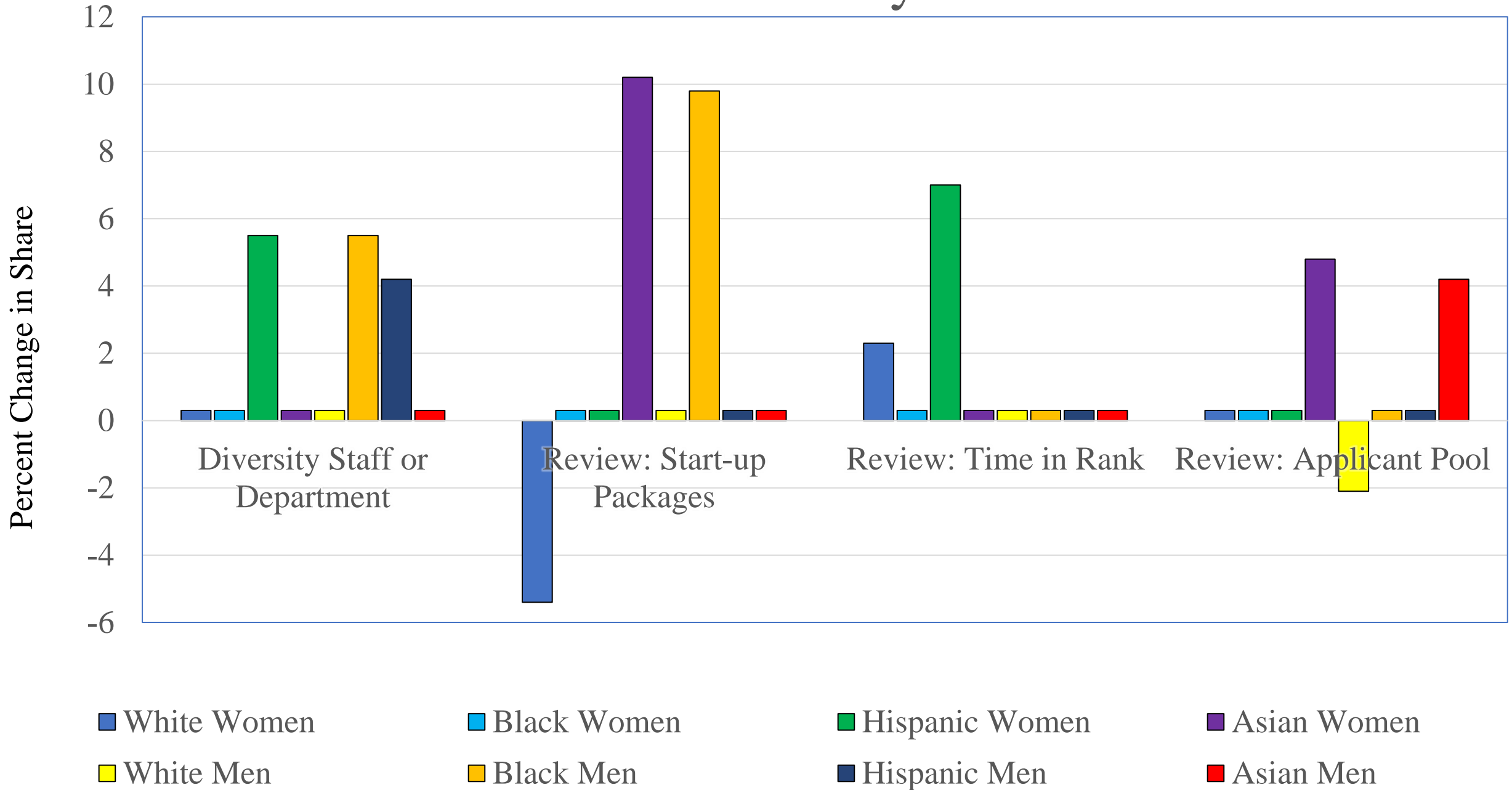
White Men

Black Men

Hispanic Men

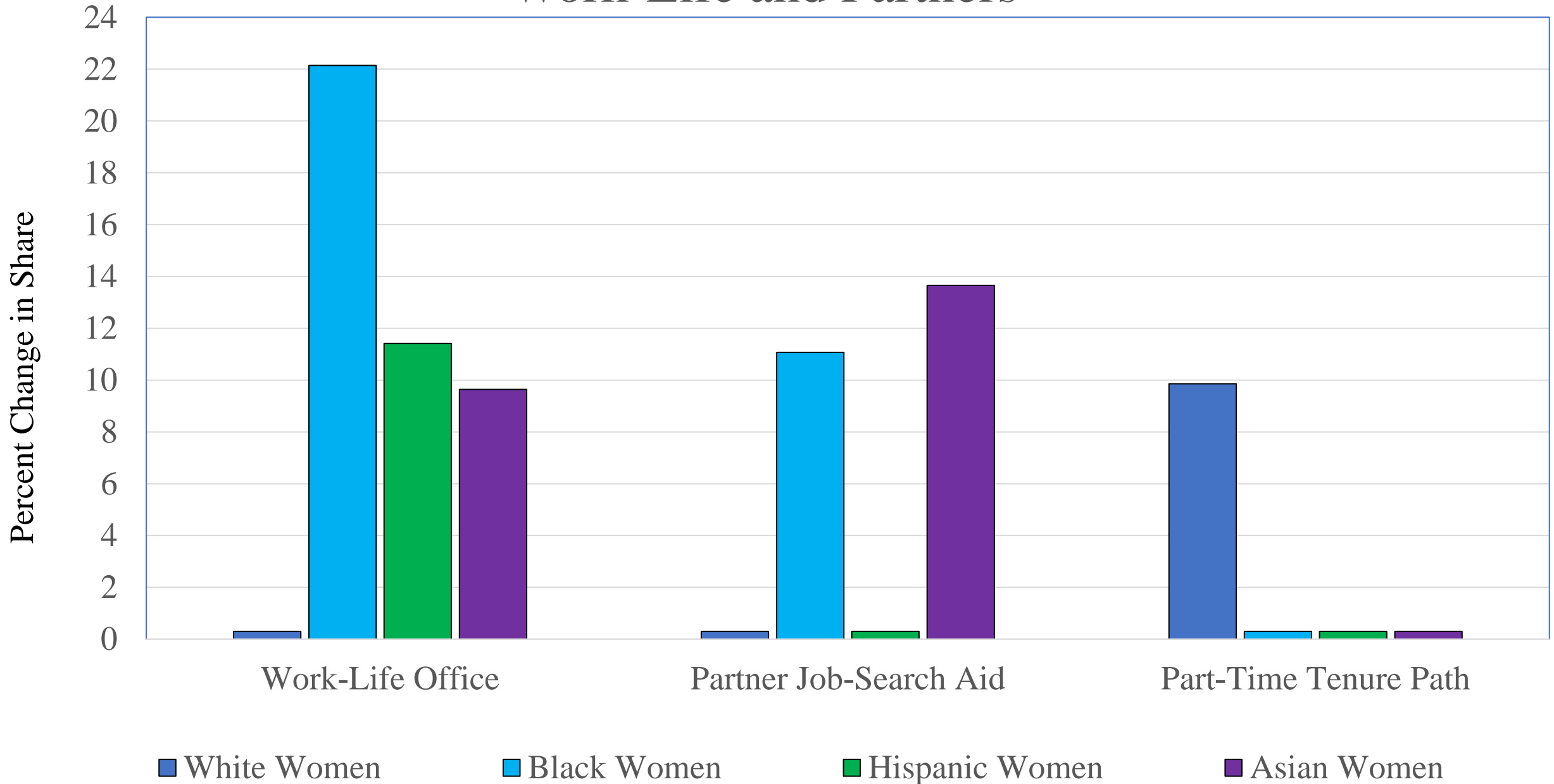
Asian Men

# Accountability

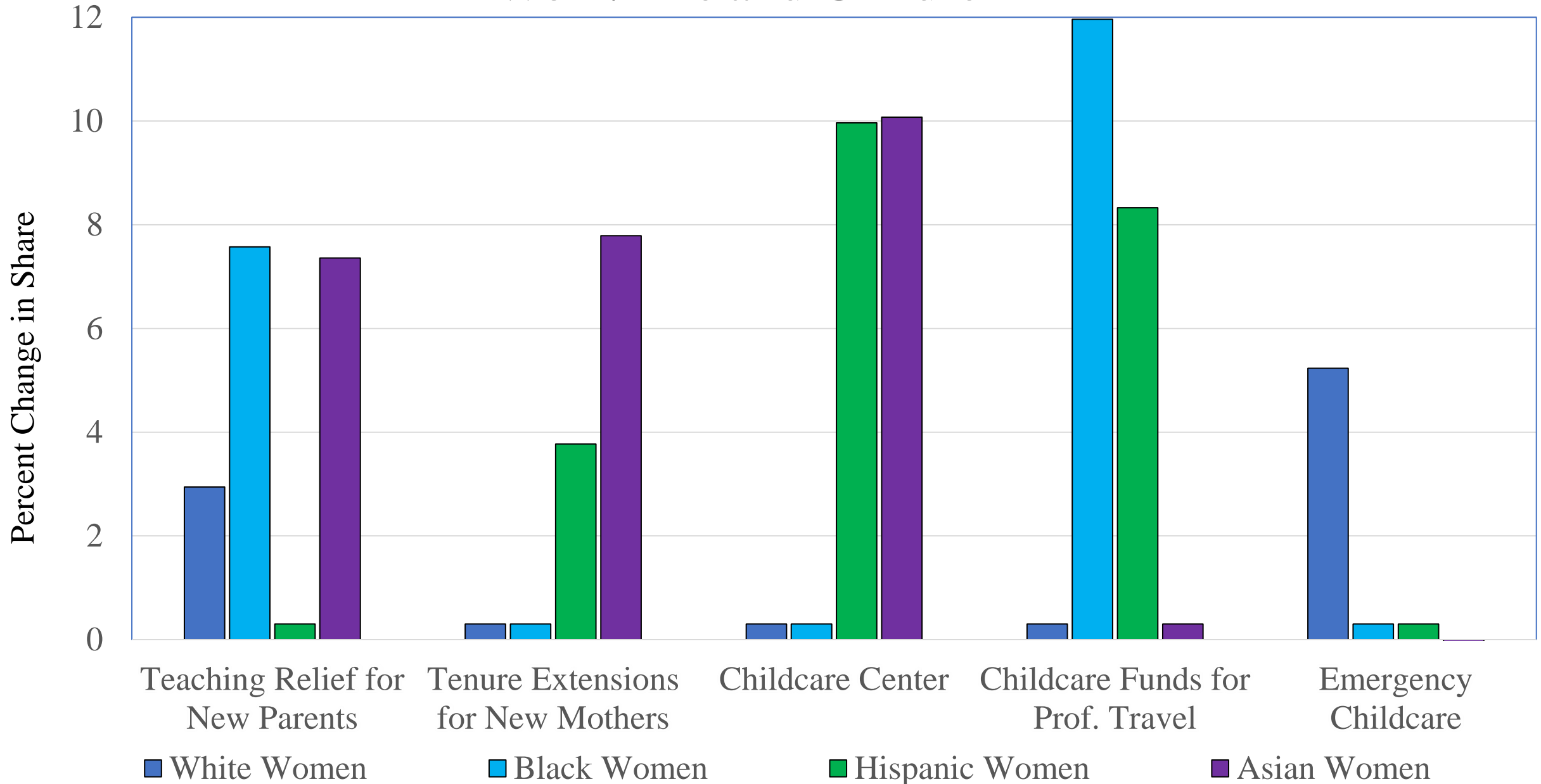




# Work-Life and Partners

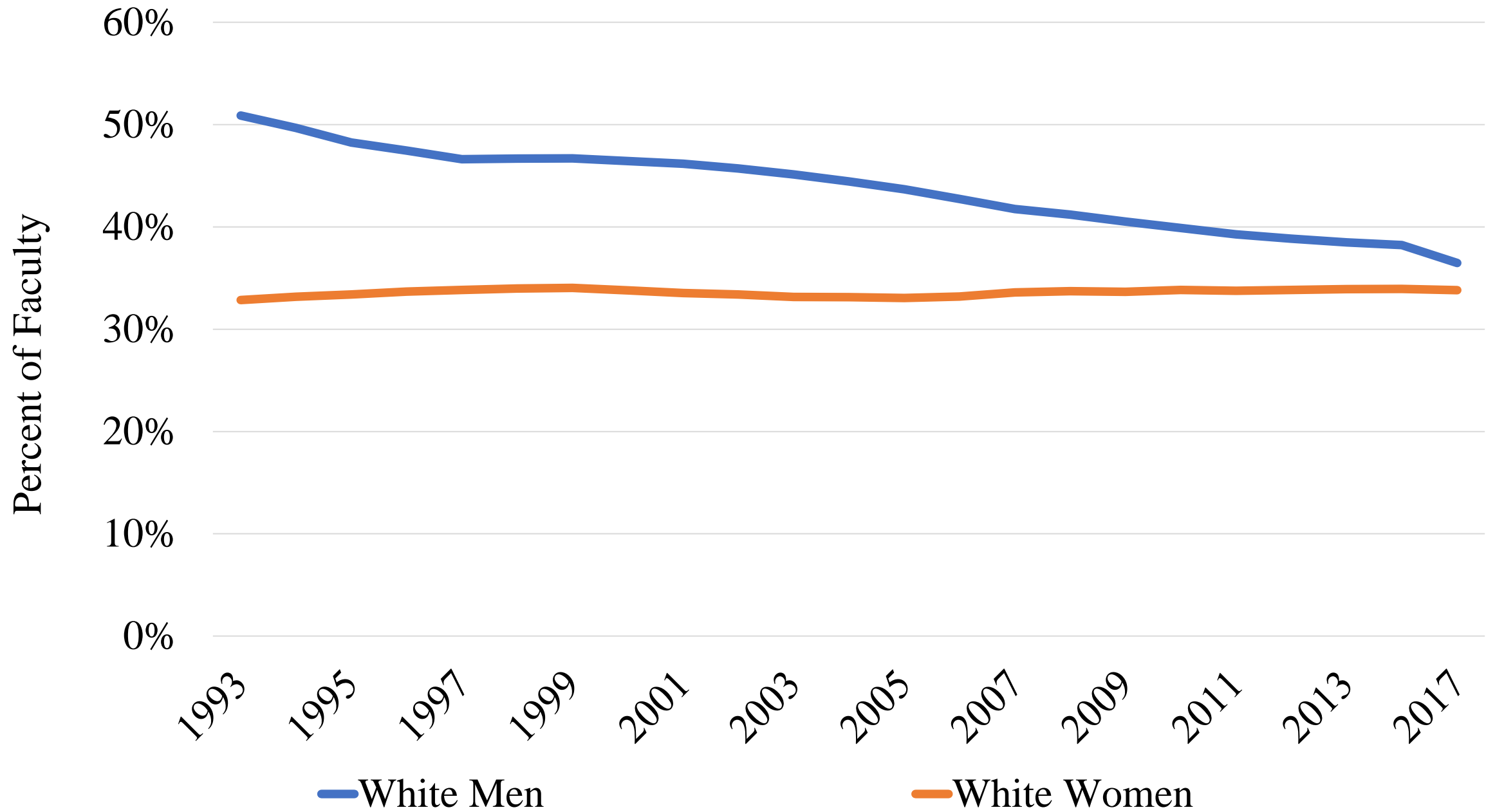


# Work/Life and Children





# Tenure-Track White Faculty



# Tenure-Track Minority Faculty

