

**The Faculty-Staff Union, UMass Boston & Justice for Faculty of Color:  
A Report on Recent Investigations and Initiatives in Progress**

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September 14, 2020

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**Executive Summary**

This report outlines progress made to date by the Faculty Staff Union in response to the requests made by 40 UMB faculty of color in April 2019 for more FSU engagement and intervention on issues of racial justice affecting faculty of color at the UMass Boston campus.

I. Demographically, faculty of color are a significant presence on campus and in the faculty ranks. By headcount, and based on Fall 2019 figures, **one out of four (or 24.7%) of all faculty members employed at UMB are faculty of color, comprising a total of 265 individuals.** This number includes 73 “Black” faculty (6.8% of all faculty), 53 “Hispanic” faculty (4.9% of all faculty), 131 “Asian” faculty (12.2% of all faculty), two “American Indian/Alaska Native” faculty (0.002% of all faculty), and six identifying as “Mixed Race” (0.006% of all faculty). In all, 806 faculty (75.3% of the total faculty body) were identified as “White.”

Faculty of color are also a quite significant proportion of tenure stream faculty – over a quarter (26.4%) of full professors; over a third (34.5%) of Associate Professors; and over two-fifths (42%) of all Assistant Professors. A large number of faculty of color also occupy Lecturer ranks, a total of 90 individuals, almost one of five of all NTT faculty.

II. Faculty of Color face significant disadvantages in their bids for tenure and promotion at UMass Boston. We conducted an analysis of tenure and promotion statistics of tenure track faculty from 1998-2019. (We are seeking data on NTT faculty promotion practices and we will analyze these once the University provides them to us.) The analysis conducted thus far shows that, compared to white faculty, Black and Asian faculty are significantly less likely to receive tenure. The lower tenure prospects of Black faculty are apparent when considering all assistant professor starts and when considering only those faculty who stayed at UMB to submit tenure files. The lower tenure prospects of Asian faculty are apparent only when considering the subset who remained at UMB to submit tenure files. Hispanic faculty face a particular disadvantage in their applications for full professor: compared to white faculty, they wait an average of 4.5 years longer to submit their applications for promotion. These results show that TT faculty of color face disadvantages in their bids for promotion. However, the disadvantages arise at different stages of one’s career at UMB and are likely driven by different causal processes. Further research is required to determine what those processes are and how they place different obstacles in front of Black, Asian, and Hispanic faculty.

III. This section of the report examines specifically identified “action steps” proposed in the April 2019 faculty of color report and profiles those where the FSU has been able to make some significant progress, indicating as well which action steps remain to be pursued in the coming year. We have made meaningful progress in these areas so far: Executive Committee members obtained data from the university and conducted a detailed statistical analysis of faculty

careers at UMB. Although the university’s tenure track hiring cohorts are relatively diverse, we identify significant racial disparities in tenure and promotion disadvantaging Black, Hispanic/Latinx, and Asian faculty relative to white faculty. We also find differences in faculty retention rates, with Black faculty being the most likely to leave UMass Boston before applying for tenure. We have begun to plan interviews of exiting pre-tenure faculty to determine the causes of the disparity in retention. We have also worked with the Faculty Council to reconvene the PROGRESS committee, which previously identified disparities in service burdens as obstacles impeding faculty of color’s progress toward tenure and promotion, and we now have FSU representation on the committee so that we can support it more directly. We are seeking information on NTT faculty promotion practices and will conduct a quantitative analysis of these data. The FSU has also sought to follow up on several other recommendations in the faculty of color report. We have diversified our contract bargaining team and increased faculty input in the bargaining process; advocated for the establishment of a paid ombudsperson for faculty of color; are actively advocating for racial justice training for senior faculty, chairs, and administrators, as well as FSU leadership; and are meeting with the administration to review, update, and finalize campus policy and complaint procedures regarding sexual harassment, and wider forms of discrimination against protected classes of faculty employees.

IV. This final segment of the narrative report offers a concluding assessment of findings and progress and identifies next steps the FSU is committed to taking in the coming year.

V. An Appendix concludes the report by offering some statistical regression tables elaborating the statistical findings reported in Section II above on disparate rates of TT faculty retention and promotion.

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## **Introduction**

Throughout the last academic year and at present, the FSU executive committee has sought to respond to the questions initially raised and endorsed by 40 faculty of color, in their April 2019 letter challenging the FSU to take more active leadership in addressing issues of racial justice for faculty on campus. The FSU embraces this challenge and has pursued a number of the “action steps” proposed by the faculty of color letter writers. We would like to update the faculty community on these as the 2019-2020 academic year ends and a new academic year approaches.

One of the key requests to the FSU was for accurate information on faculty careers at the University, and an examination of whether racial disparities are evident in the outcomes of appointment, tenure and promotion across different racially-defined faculty groups.

Sections I and II of this report present new analyses of university statistical data that in part address these concerns for accurate information on TT faculty. We are still seeking relevant information on NTT faculty, beyond basic demographics. In section III we address some of the additional initiatives moving forward in response to the 2019 faculty of color report, and action items that still await attention in the coming academic year.

## I - Faculty of Color at UMass Boston: What are the Basic Numbers?

[Analysis prepared by Tim Sieber, Professor of Anthropology,  
for the Faculty Staff Union]

Since at least the 1980s, UMB has stood out among Boston-area and New England universities more widely for the relatively high presence of faculty racial-ethnic diversity when compared to other institutions. The University publicized in its internal *News & Views* newsletter as long ago as 1985, 35 years ago, that faculty of color at UMass Boston were 13.4% of “filled full-time” faculty positions, giving the campus the “best minority figures among local area universities.” In recent years, the figure for faculty of color – counting both TT and NTT – has been much higher, often closer to double that, between 1/5 and 1/4 of all faculty. These proportions of our faculty of color, within the total faculty, have been fairly stable for more than a decade.

The following statistics on faculty race/ethnicity and rank were abstracted from data furnished on the Office of Institutional Research Assessment and Planning (OIRAP) website, under “Facts,” then “Statistical Portraits,” then “Faculty and Staff,” and then Table 45: [https://www.umb.edu/editor\\_uploads/images/oirp/TABLE45-Faculty Diversity Summary of Faculty Rank by College Gender RaceEthnicity.pdf](https://www.umb.edu/editor_uploads/images/oirp/TABLE45-Faculty Diversity Summary of Faculty Rank by College Gender RaceEthnicity.pdf) Statistical snapshots of faculty are taken each Fall semester, and OIRAP keeps five years of data on their website, currently figures from 2015-2019. In addition, upon our request OIRAP furnished the FSU with another six years of these data, from 2008-2014.

As seen in Table I.1 below, in fall 2019, the percentage of faculty of color was almost a quarter of all faculty, at 24.7% (totaling 265 out of 1,071 UMB faculty with ethnic identification recorded by the university).

**Table I.1: Ethnic Breakdown of Fall 2019 UMass Boston Faculty by Headcount<sup>1</sup>**

Total Faculty Headcount	“Black”	“Hispanic”	“Asian”	“American Indian/Alaska Native”	Mixed Race	<b>Total Faculty of Color</b>	White
1071	73	53	131	2	6	<b>265</b>	806
% of total	6.8%	4.9%	12.2%	0.002%	0.006%	<b>24.7%</b>	75.3%

*Differential Distribution of Faculty of Color Across the TT and NTT ranks.* These faculty groups defined by race/ethnicity were distributed across the academic ranks as shown in the next Table I.2. The data show the strongest representation of faculty of color in the TT Assistant

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<sup>1</sup> Source file: [https://www.umb.edu/editor\\_uploads/images/oirp/TABLE45-Faculty Diversity Summary of Faculty Rank by College Gender RaceEthnicity.pdf](https://www.umb.edu/editor_uploads/images/oirp/TABLE45-Faculty Diversity Summary of Faculty Rank by College Gender RaceEthnicity.pdf) (retrieved May 20, 2020).

Professor and Associate Professor ranks. The faculty rank with the lowest proportion of faculty of color is Lecturer (at 18.2% of all Lecturers), the single catch-all category that the Office of Institutional Research, Assessment, and Planning (OIRAP) uses to classify all Non-Tenure Track faculty (NTTs), regardless of their rank.

Overall a little more than one third (34%) of all faculty of color are Lecturers, or NTTs, whereas about two-thirds are TTs. For decades the proportion of faculty of color in the NTT ranks has been lower than the proportion in the TT ranks, and generally this has been understood to be the result of differential affirmative action policies applied in the hiring of the two groups. Affirmative Action regulations and reviews have been focused on TT hiring, whereas NTT initial hiring has been done mostly by chairs acting alone, quite often on an emergency basis, and without any mandate under the university’s Affirmative Action guidelines to apply affirmative action considerations.

**Table I.2: Ethnic Breakdown of UMass Boston Faculty by Rank**

**Fall 2019<sup>2</sup> (n=1071)**

Faculty Rank	“Black”	“Hispanic”	“Asian”	“American Indian/Alaska Native”	Mixed Race	<b>Total Faculty of Color</b>	% of Faculty of Color in Rank	<b>White Faculty</b>	% of White Faculty in Rank
Professor	9	5	20	0	0	<b>34</b>	26.4%	<b>95</b>	73.6%
Associate Professor	17	16	48	0	1	<b>82</b>	34.5%	<b>156</b>	65.5%
Assistant Professor	11	10	22	1	1	<b>45</b>	42%	<b>62</b>	58%
Lecturer	28	21	37	1	3	<b>90</b>	18.2%	<b>405</b>	81.9%
Unknown Rank	8	1	4	0	1	<b>14</b>	13.7%	<b>88</b>	86.3%
Total	73	53	131	2	6	<b>265</b>	24.7%	<b>806</b>	75.3%

Note: The figures in this table do not include 64 other Fall 2019 faculty whose racial/ethnic designations were listed as “Not specified” or “Nonresident alien” on OIRAP’s Table 45 for that year.

**II - Tenure & Promotion – Tenure Track Faculty of Color at UMass Boston, 1998-2019**

[Quantitative analysis by Joseph Brown (Assistant Professor of Political Science), on behalf of the Faculty Staff Union]

*Note: The following analysis uses data provided by the Office of Institutional Research, Assessment, and Planning (OIRAP) at UMass Boston. The data cover all tenure stream faculty*

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<sup>2</sup> *ibid.*

*with known tenure outcomes – those who went up for tenure, were hired with tenure, or were hired as assistant professors but left prior to tenure review. (Thus, assistant professors currently on the tenure track are NOT included.) The university collected its race/ethnicity data using categories of “Black”, “Asian”, “Hispanic”, “White”, “Non-Resident Alien”, and “Not Specified.” The gender categories on the university’s survey were binary “Female” and “Male.” Although these categories do not fully capture the identities of the university’s faculty, these are the terms appearing in the dataset and the analysis can only be expressed in the same terms. Please contact [joseph.brown@umb.edu](mailto:joseph.brown@umb.edu) with any questions or comments.*

**[Note: An Executive Summary for this section can be found in paragraph II in the overall Executive Summary above beginning on page 1]**

**1.) Scope and Data Sources:** This analysis examines UMass Boston’s tenure and promotion practices, using data provided by the Office of Institutional Research, Assessment, and Planning (OIRAP). The data cover tenure stream faculty in the years 1998 through 2019. We are currently requesting additional data on the hiring and promotion of non-tenure track faculty. We will provide an analysis of these data as they become available to us.

**2.) The University’s OIRAP Report:** In 2019, OIRAP produced its own analysis of hiring, tenure, and promotion practices.<sup>3</sup> The report noted disparities in tenure and promotion outcomes among some race and gender categories, but not others. Faculty of color raised questions about the OIRAP study’s methodology, including its aggregation of racial/ethnic categories in ways that could obscure meaningful differences in tenure and promotion prospects across different groups.<sup>4</sup> There are normative, conceptual, and statistical reasons to disaggregate the data to the greatest extent possible, scrutinizing each racial/ethnic group’s tenure and promotion outcomes separately, while accounting for possible intersections with gender. The 2019 Faculty of Color report also raises the issue of attrition – faculty of color leaving UMass Boston prior to submitting their tenure files. The OIRAP study did not directly address the issue of attrition. Failing to do so could obscure important differences in tenure and promotion prospects among racial/ethnic groups. We seek to address these issues in our report.

**3.) Tenure Stream Hiring at UMass Boston:** The OIRAP report notes UMass Boston’s “favorable track record” in hiring people of color and women for tenure stream positions. The report states:

*We have had the highest proportion of both full-time faculty and tenured faculty who are female, and the highest proportion that are Black or Hispanic, compared to the eight schools used as our peer group by the UMass President’s office. Compared to 22 other public universities in New England in the Fall of 2018 we have the highest proportion of tenured or full-time faculty from domestic minorities.<sup>5</sup>*

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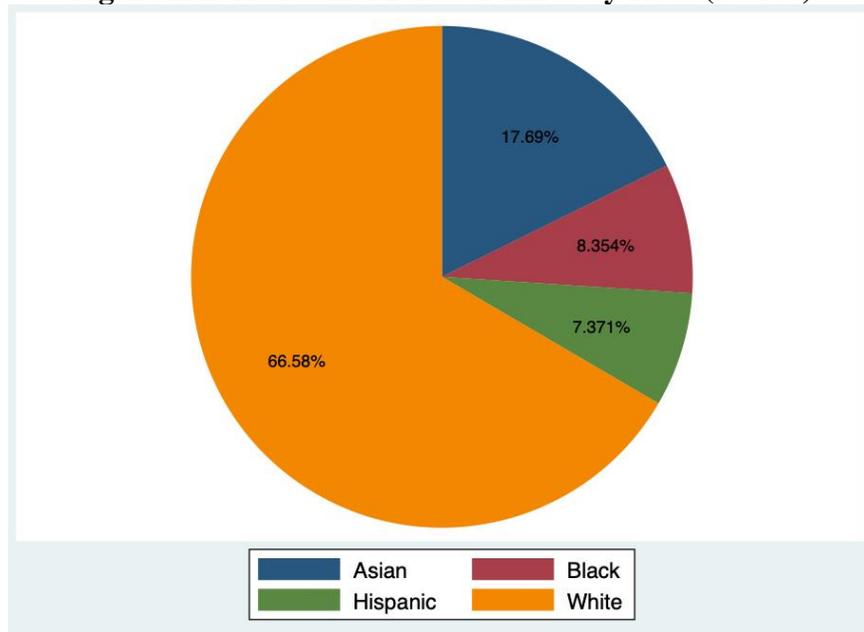
<sup>3</sup> James J. Hughes (Associate Provost), *Tenure and Promotion Decisions by Gender and Ethnicity*, Office of Institutional Research, Assessment, and Planning (OIRAP), 2019.

<sup>4</sup> For instance, the report’s analysis (p.4) groups together “Asian, non-resident alien, and unknown” faculty into a single category for comparison with white faculty. The report also groups “black or Hispanic” faculty together for comparison to white faculty (p.5).

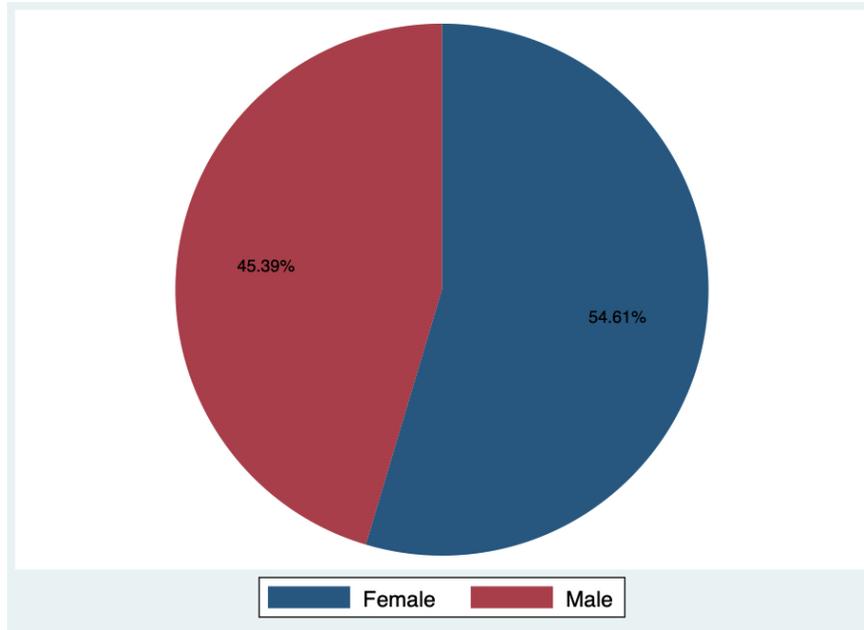
<sup>5</sup> *Tenure and Promotion Decisions by Gender and Ethnicity*, p.1.

Since 1998, the University’s Assistant Professor hires have been roughly one third people of color. The largest faculty of color demographic, among 407 Assistant Professor hires since 1998, is “Asian” (17.69%), followed by “Black” (8.35%) and “Hispanic” (7.37%). These categories are carried over from the university’s internal race/ethnicity survey. (The analysis excludes five faculty whose race is listed as “Nonresident Alien” or “Not Specified” and two assistant professors identifying as “American Indian/Alaska Native” or “Mixed Race” who had not yet received tenure decisions by 2019 and so do not appear in the tenure/promotion data.) 54.61% of the university’s Assistant Professor hires since 1998 have been women. (The university’s survey assumes binary gender.)

**Figure II.1: Assistant Professor Hires by Race (N=407)**



**Figure II.2: Assistant Professor Hires by Gender (N=412)**



**4.) Tenure and Promotion:** This report considers UMass Boston’s tenure and promotion practices, as distinct from hiring practices. The 2019 Faculty of Color Report and the 2017 PROGRESS Report present strong cases that faculty of color face extra hurdles to tenure and promotion. The 2019 OIRAP report to some extent confirms this, but we sought to conduct our own analysis of the disaggregated OIRAP data using different statistical methods.

**We find strong evidence of racial disparities in tenure probability at UMass Boston, particularly for Black and Asian faculty compared to white faculty. Hispanic faculty face additional challenges in time-to-promotion to the rank of full professor.**

Our probit analysis of tenure outcomes for all assistant professor hires shows that Black faculty are significantly less likely to receive tenure, controlling for gender and the faculty member’s college.<sup>6</sup> **Compared to white faculty, Black faculty are 18.8% less likely to receive tenure.** The differences in tenure probabilities for Asian and Hispanic faculty were not statistically significant, nor were the differences in tenure probabilities for men and women statistically significant. However, the difference for Hispanic faculty just barely misses the typical 95% confidence threshold for statistical significance. Moreover, with only 406 observations, differences in tenure probabilities are less likely to reach statistical significance.<sup>7</sup> This does not mean that no differences exist. (Without statistical controls, the raw percentages of assistant professors tenured are 74.5% for white faculty, 73.0% for Asian faculty, 55.9% for Black faculty, and 58.6% for Hispanic faculty.) We did not find statistically significant interactions

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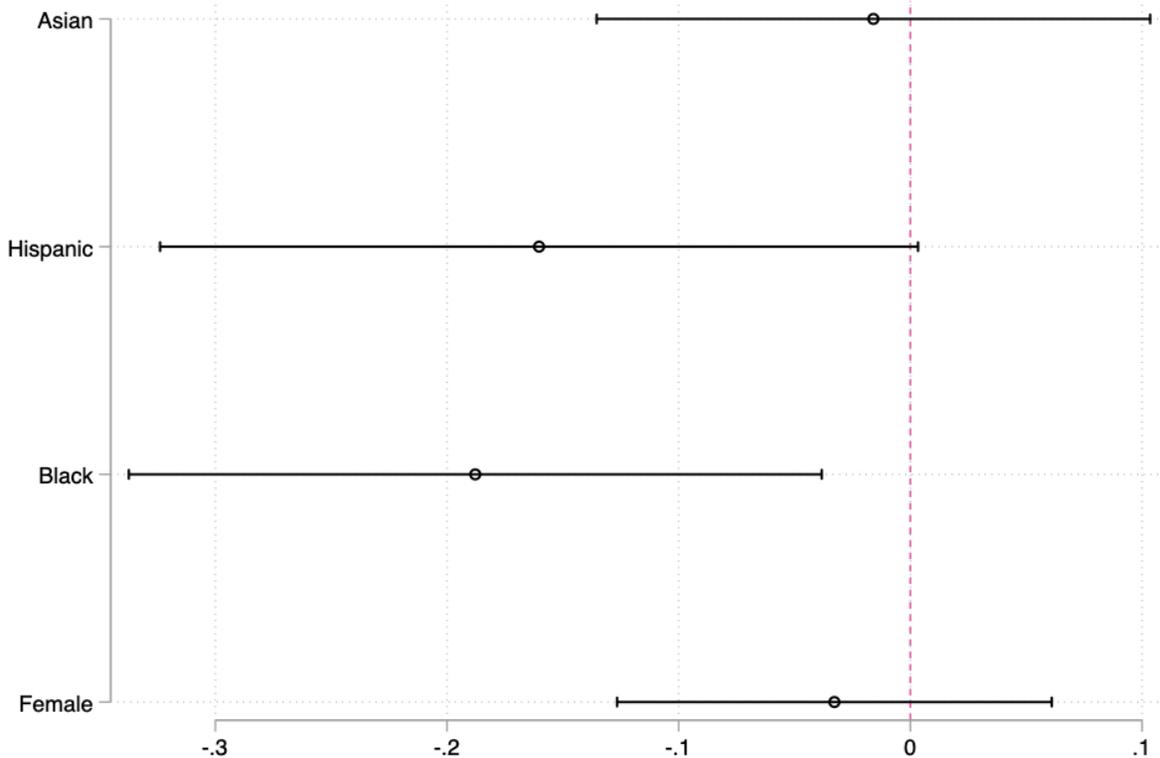
<sup>6</sup> Probit regression is a statistical technique for analyzing binary outcomes (e.g. successful versus unsuccessful tenure outcomes). This section’s probit analysis shows which variables significantly affect the probability of a faculty member successfully achieving tenure. The regression results are shown in appendix table A.1.

<sup>7</sup> One assistant professor included in the analysis of hiring was excluded from the analysis of tenure outcomes because they had not yet received a tenure decision.

between race and gender, although this is not surprising given the small numbers of Black, Hispanic, and Asian faculty in our data.

The differences in the predicted probability of tenure for each faculty of color group, compared to white faculty, are shown in the figure below. (The brackets denote 95% confidence intervals.)

**Figure II.3: Difference in Probability of Tenure (All Assistant Professor Hires)**



Given the concerns about pre-tenure attrition among faculty of color, we conducted a separate analysis of tenure probabilities among the subset of faculty who stayed at UMass Boston to submit tenure files.<sup>8</sup> (302 of the original 407 assistant professor hires remained at UMB to go up for tenure.) Although we did not find statistically significant differences between white faculty and faculty of color in their probabilities of leaving before tenure, the raw percentages are suggestive of a difference, as described in the Faculty of Color report. (The respective probabilities of white, Black, Asian, and Hispanic faculty leaving before tenure are 24.7%, 19.4%, 38.2%, and 34.5%.) There is a statistically significant difference in the probability of Black faculty leaving prior to tenure review, compared to Asian faculty.<sup>9</sup> This difference merits

<sup>8</sup> The regression results are shown in appendix table A.2.

<sup>9</sup> An F-test on the coefficients for *Black* and *Asian* in appendix table A.2 (Model 1) shows that the coefficients are statistically distinguishable with greater than 95% confidence. A separate regression model (table A.2, Model 5) using Asian as the reference category also finds a statistically significant difference in the probability of Black and Asian faculty leaving before tenure. According to this model, Black faculty are 21.7% more likely than Asian faculty to leave before tenure. The differences in pre-tenure attrition rates between Black, White, and Hispanic faculty are

further investigation, particularly as Asian and Black faculty who remain at UMB to submit tenure files face the same disadvantages relative to white faculty (see below).

Considering only the 302 assistant professor hires who remained at UMB to go up for tenure, both Asian and Black faculty face significant disadvantages relative to white faculty.<sup>10</sup>

**Compared to white faculty who submit tenure files, Black faculty are 8.2% less likely to receive tenure. Asian faculty are also 8.2% less likely to receive tenure, compared to white faculty who submit tenure files.**

The findings for Black and Asian faculty are statistically significant, controlling for gender and the faculty member's college.<sup>11</sup> Hispanic faculty are tenured at lower rates (89.5% compared to 98.1% for white faculty). The effect is not statistically significant, nor was the effect of gender, even allowing for interactions with race. However, these null findings should not be taken as proof that differences do not exist. There were just 19 Hispanic faculty among the cohort of 302 assistant professors who remained at UMass Boston to go up for tenure. Thus, the difference in tenure probability is less likely to reach the 95% confidence threshold for statistical significance.

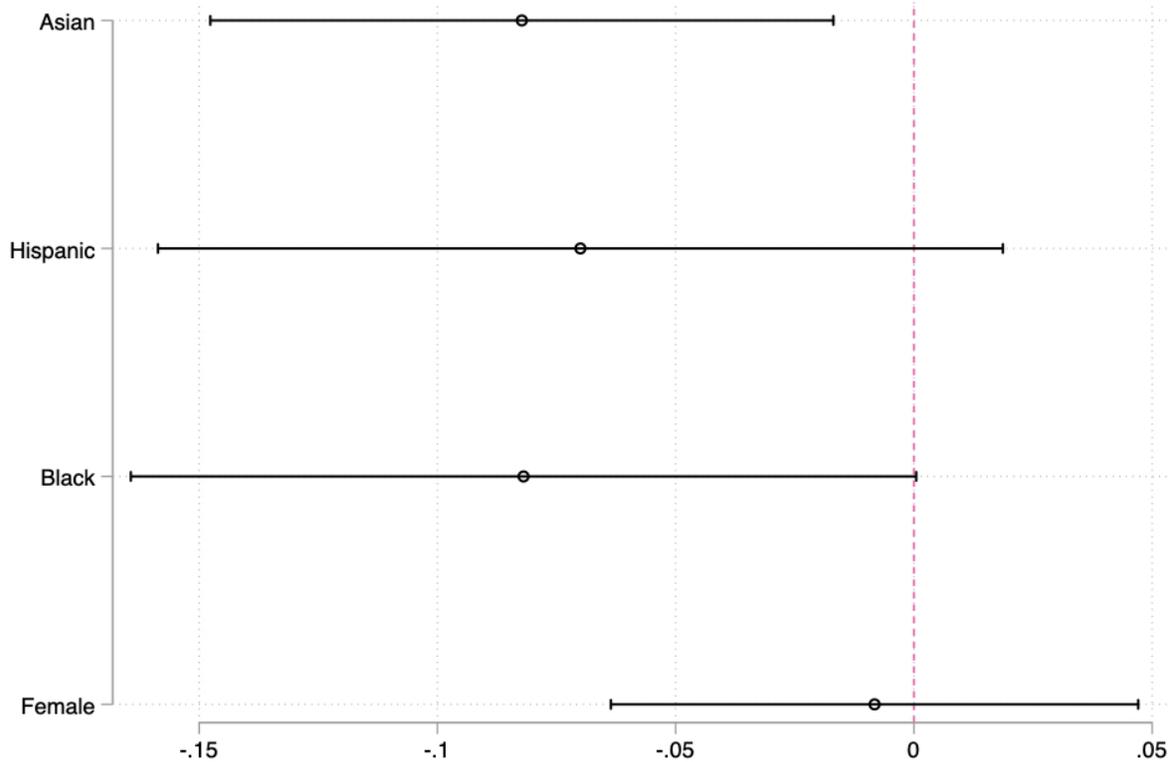
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not statistically significant, although the raw percentages are suggestive of higher pre-tenure attrition for Black and Hispanic faculty, compared to White faculty.

<sup>10</sup> The regression results are shown in appendix table A.3.

<sup>11</sup> The 95 percent confidence interval for the average marginal effect (i.e. the difference in the predicted probability of tenure) for Black faculty shown in Figure II.4 overlaps zero. However, the regression coefficient for the variable *Black* (see appendix table A.3) is statistically significant at the 95 percent level. This indicates that Black faculty face a statistically significant disadvantage in their tenure bids, even though the magnitude the effect (i.e. the difference in predicted probability) can only be estimated with 94 percent confidence.

**FigureII4: Difference in Probability of Tenure (Assistant Professor Hires Who Stayed)**



Note that the lower tenure probability of Asian faculty become apparent only when accounting for pre-tenure attrition. Asian faculty are especially likely to stay at UMB to submit their tenure files. Black faculty are less likely to remain at UMB. However, Asian and Black faculty are equally disadvantaged compared to white faculty when they do submit their files.

Further qualitative investigation is required to determine how the disadvantages faced by faculty of color groups differ. It is also important to repeat the statistical analysis as new yearly data become available. With a larger data set, we can say more about the difference in the probability of pre-tenure attrition as well as the tenure probability of Hispanic faculty who remain at UMass Boston.

**5.) Promotion to Full Professor:** We conducted a separate analysis of the university’s data on promotions from associate professor to full professor. Nearly all applications for promotion to full professor are successful. (Out of 79 cases submitted between 1998 and 2018, only one was denied.) We did not find a statistically significant difference in the probability of white faculty submitting files for promotion to full professor, compared to Black, Asian, or Hispanic faculty. We did, however, find a significant difference in the length of time it takes for faculty to submit their files for promotion.<sup>12</sup>

<sup>12</sup> The regression results are shown in appendix table A.4. The analysis excludes faculty hired at the rank of full professor. The regression model (see appendix) uses a left-censored tobit specification with a lower limit of one year. This model is appropriate because one is the minimum number of years for promotion to full professor, among associate professors applying for the promotion.

**Hispanic faculty wait an average of 4.5 years longer to apply for promotion to full professor, compared to white faculty.**

The result is statistically significant at a 95% confidence level, controlling for gender and the faculty member's college. We do not find statistically significant differences for Black and Asian faculty, or for women faculty, or any statistically significant interactions between race and gender. Again, we stress the difficulty of inferring statistical significance with small samples – in this case only 79 faculty applying for promotion. The fact that Hispanic faculty's longer time-to-promotion achieves statistical significance in such a small sample suggests a very strong effect.

We believe that further investigation is needed to determine what delays or deters Hispanic faculty from submitting their applications for full professor – particularly since all of the applicants were judged worthy of promotion when they did submit their files.

**III - Other Initiatives Underway in Response  
to the Faculty of Color Report**

[Summary by Tim Sieber, for the Faculty-Staff Union]

Beyond the statistical reports in Sections I. and II. above, we report in this section on the response initiatives regarding “action items” identified by the Faculty of Color Report where we have made the most progress so far, as of July 2020.

***A/ Exit interviews with departing faculty to discover why they may leave***

The perception that many faculty of color leave employment at the university early in their careers, as we have seen, is borne out for faculty on the tenure stream by the statistical examination of actual TT faculty arrivals and departures. Black faculty, in particular, are the group most likely to leave UMass Boston before tenure. Further analysis of NTT faculty arrivals and departures will be conducted as relevant data become available. The purpose of more focused exit interviews is to discover, so they can be ameliorated or corrected, the push factors that might be driving faculty of color away from our campus. The FSU has been discussing this issue with the administration within regular monthly labor-management meetings and we have reached an agreement in principle for these exit interviews to be undertaken, starting soon, once a few issues are clarified.

The remaining issues include (1) exactly who would conduct the interviews – whether Human Resources, the Provost's Office, the FSU, or some other group, (2) what questions will be asked in exit interviews to probe any experience of perceived bias in campus treatment that is presented as a reason for departure, and (3) reporting channels for sharing any such information with university units, including the FSU, who would play a role in addressing problems. We are also collaborating with the NSF Advantage project on campus, which is planning on using a similar survey to gauge experiences of departing STEM faculty of color. We also will be sure to involve faculty of color in helping to design these exit interviews.

### ***B/ Establishment of a University Ombudsperson or Ombuds Office at the University***

We proposed this in a labor-management meeting, and the Interim Chancellor, Provost, and Vice-Chancellor of Human Resources were all receptive to this idea, recognizing that almost 700 universities nationally have such a defined position, including most local Boston-area universities, as well as UMass Amherst. After considering various models, and consulting with MSP colleagues at UMass Amherst, [we are now leaning toward a faculty ombuds program at UMB that is established under and reports to the Faculty Council, involving one or more ombudspersons, who will be available to counsel and assist faculty members in informal and confidential solution of problems they are experiencing on campus. Our proposed model draws from the faculty ombudsperson program currently in force at the University of California, Berkeley. We expect UMB faculty of color to play an important role in final design and implementation of the program on campus.

The scope of issues the ombuds program will be prepared to handle can include discrimination and disparate treatment, which was a major concern of the faculty of color and behind their recommendation we re-establish a university ombuds program. As in other universities and organizations with such programs, faculty members' use of an ombudsperson to assist in informally resolving workplace problems or disputes does not prevent their later use of more formal complaint or grievance procedures if ombuds involvement proves ineffective in solving the problem.

### ***C/ Racial Justice Training for Senior Faculty, Chairs, and Administrators***

We have been pursuing several different avenues to begin having training options open to faculty and administrators during the next, 2020-21 academic year. MTA's Task Force on Race has recently developed and delivered a great deal of racial justice training, including trainings specifically for higher education. We are currently in discussion with MTA staff about bringing this training to the UMB campus, first for the FSU Executive Committee, core and support bargaining teams, grievance officers, and other committee members, and later with senior faculty in general. We are also planning on collaborating with the Department Chairs' Union in opening this training to their members, as well.

As for the administration within Academic Affairs, including Provost's and Deans' offices personnel, we are at the initial stages of working with faculty of color to identify an outside organization to provide them quality racial justice training. There are several excellent possibilities available. We hope to also make this training more broadly available to faculty and staff.

The most recent development has been that the faculty of the Africana Studies Department – in response to the recent upsurge of the national and global Black Lives Matter movement – have made their own proposal to the administration to attempt opening up another line of training from the New Orleans-based People's Institute for Survival and Beyond, using their well-known "Undoing Racism" training and making that available to all faculty and administrators. The FSU has helped facilitate these efforts, and written generally about them here: <https://www.fsu.umb.edu/content/point-doings-and-undoings>

***D/ Following up on the PROGRESS (Promotion, Gender, Race, Ethnicity and Service Subcommittee) report***

In April 2017, the Faculty Council's PROGRESS Committee reported its findings, based on an extensive survey of TT faculty's experience with service (the report is [here](#)). The committee in essence found that service burdens in the university fall disproportionately on faculty who are women, both white and of color, but are under-recognized or -credited even though these burdens impact those faculty members' ability to meet expectations especially in research and publication. The committee made a series of important recommendations, including that: (1) The University should acknowledge and codify in writing that service, when it is done well, should be counted on equal footing with research/scholarship and teaching in decisions about tenure and promotion. (2) Service should be more clearly defined. (3) A clear set of guidelines should be developed for how and when junior faculty serve on both departmental and university committees, and for how service work should be shared more equitably by all faculty. (4) Resources should be devoted to and/or diverted from upper administration to departmental professional staff. (5) Associate professors who chair departments and serve as GPDs should be provided resources and allowances that permit them to continue their research productively. (6) More faculty of color should be hired *at all levels*: assistant, associate, and full. (7) The University should begin to systematically gather and analyze data on the types of faculty service required to govern this university, looking specifically at who performs that service, what types of administrative and professional staff support are available to faculty who have heavy service loads, and finally, the impact of this service on tenure and promotion.

Despite the compelling nature of the report, there has been no formal or deliberate response of the administration to it in over three years. This past academic year, the FSU joined with others in asking that the Faculty Council reconvene the PROGRESS committee to move ahead on advocating these recommendations to be further discussed with the administration, with an eye toward their implementation. Just before the pandemic began, the committee was in fact reactivated by the Faculty Council, and a non-voting FSU representative was added to its membership. We anticipate more movement forward on the committee's agenda next academic year, when the committee once more begins its work.

***E/ Create more transparency and identify more avenues toward more inclusive, including more racially-diverse, faculty participation in contract bargaining***

As the 2019-20 academic year comes to a close, the FSU is in the first preliminary phases of bargaining with the administration on our new faculty-librarian contract for 2020-2023. Faculty engagement in the bargaining process has reached an entirely new level of inclusiveness during the current negotiations, and new efforts at outreach and recruitment of a more diverse Core Bargaining Team were pursued this year. Our resulting core bargaining team this year is almost completely composed of new, first-time members, more broadly representative than before, and we are also implementing for the first time in our local's history an "expanded bargaining" process, where contract negotiations are open to public inspection by the faculty more widely as they occur. Over 40 interested faculty appeared and waited to witness the May

20, 2020 bargaining session, and almost 60 at the next session on June 8, 2020, though the administration was not yet ready at either time to permit their entry into the Zoom session. With the support of members, the union subsequently won and ratified an agreement to allow 30 FSU members to attend bargaining sessions. In addition, FSU's Core Bargaining Team are using the 2019 faculty of color letter as a point of departure in establishing bargaining priorities. Nevertheless, work remains to be done in diversifying the core bargaining team and centering racial justice in the bargaining process.

### ***F/ Title IX and Civil Rights Policies and Grievance Procedures to Guide Discrimination Complaints and Investigations***

During 2019-20, an FSU sub-committee has been meeting in labor-management meetings with the Provost and HR leadership, including representatives of HR's new Office of Civil Rights and Title IX, to review, update, and finalize campus policy and complaint procedures regarding sexual harassment, and wider forms of discrimination against protected classes of faculty employees.

### ***G/ Clarifying Procedures for International Scholars Appointed as Regular Faculty to Gain More University Administrative Support***

The university's guidance and support mechanisms for international faculty, many of them faculty of color, who have taken up regular faculty posts at UMass Boston is currently undergoing revision, and a shift from management by Human Resources to the Office of Global Programs. These are scholars appointed to ongoing faculty positions and who are not temporary exchange visitors on J-1 visas, but instead on work visas with an eye toward long-term, even potentially permanent service as faculty. We are in the process of clarifying with the relevant administrators exactly what the operative guidelines and services are for such faculty here on work visas and will help publicize this information soon.

## **Action Items on the Agenda for 2020-2021**

The FSU has not yet followed up on several recommendations from the 2019 Faculty of Color report, although we intend to take action on these in the coming months. The items slated for future action include:

- 1/ Conducting a gender/race equity analysis of faculty contracts (TT and NTT) regarding salary, course load, and service expectations;
- 2/ Reviewing gender/race equity in hiring practices (TT and NTT) including salary, startup, and course load;
- 3/ Examining and publicizing ODEI's 2012 campus diversity climate survey, completed under Director Juan Nunez, by Rankin & Associates Consulting, of State College, Pennsylvania, involving 2193 respondents;
- 4/ Advocating for the administration to create an individual or office to support for faculty of color;

- 5/ Advocating for the establishment of a paid ombudsperson to work with faculty on discrimination and other problems;
- 6/ Supporting the Faculty Council's committee now re-examining the relevance, utility, and inherent biases of teaching evaluations in faculty tenure and promotion reviews;
- 7/ Addressing inequities in salary and responsibilities related to NTT status, particularly for faculty of color;
- 8/ Advocating for the release of information regarding the number of legal cases settled by the university related to diversity and inequity, in outside courts, MCAD and the EEOC.
- 9/ Diversifying the FSU leadership through greater outreach to faculty of color and the demonstration that the climate within the FSU leadership has improved since the release of the 2019 faculty of color letter.

#### **IV - Conclusions: Looking Ahead and Next Steps**

[by Tim Sieber, Steve Striffler, and Joe Brown, for the Faculty-Staff Union]

The Faculty-Staff Union is committed to addressing fully the issues that were raised in the April 2019 Faculty of Color report and we are heartened at the progress that we have begun to make so far, even if it is still quite partial. None of the action items identified in the Faculty of Color report are simple to address, or the problems easy or quick to fix, given that they arise from deeply institutionalized structures and practices that have long shaped the culture of the university, and require mobilizing resources, considerable negotiation, and imaginative revisioning in order to bring meaningful change. We recognize that this effort and the changes that we seek in order to better support those of us who are colleagues of color have never been more important than they are today, an historic moment when the urgency of addressing racial justice is so clear. We also understand that much of what we seek to change is nothing less than formidable structures of institutional racism at the university and in academe that can seldom be changed by anyone just deciding it should be so, without the collaboration of many segments of the university community working together to dismantle and rebuild. Winning this collaboration is always key to institutional change. The FSU wishes to be a key leader in this effort, working side-by-side with others, especially faculty of color, in forging these necessary changes.

During the next year, we hope to reach the implementation stage for putting into place some important supports whose absence here at UMB our colleagues of color have identified as problematic for them – like an ombuds program, anti-racism trainings, and exit interviews. We are taking concrete steps to ensure that these initiatives actually happen in the coming year. There are also many other issues identified in the Faculty of Color report where we have not yet made progress, especially regarding concerns of our NTT colleagues. We are seeking relevant information now, and pledge to keep working on these issues in the coming year. We intend on updating the faculty at least each semester, if not more often, on our overall progress.

*More immediately, the Faculty-Staff Union plans to hold a campus forum for our members early in the Fall Semester 2020 to discuss and assess the FSU's engagement with racial justice initiatives taken until that point, and to prioritize and define next steps to be pursued in the 2020-2021 academic year.*

We frankly acknowledge that these initiatives involve of course, not just our acting on the university to make it more racially just and inclusive, but also some serious transformation of the union itself. We understand the need for the FSU itself to be more inclusive and to be vigilant in standing up for racial justice inside the union as well as in our campus community more widely. These two fronts of our struggle must always happen in tandem. We pledge to make certain that the voice, commitments, leadership, and practices of the FSU represent the aspirations and needs of all of us faculty at UMass Boston.

## V - Appendix: Regression Tables

Table A.1: Probit Results – Probability of Tenure (All Assistant Professor Hires)<sup>†</sup>

	Model 1	Model 2	Model 3	Model 4
<i>Black</i>	-0.5697** (0.24)	-0.6366 (0.39)	-0.5626** (0.24)	-0.5703** (0.24)
<i>Asian</i>	-0.0484 (0.18)	-0.0501 (0.19)	-0.1862 (0.24)	-0.0471 (0.19)
<i>Hispanic</i>	-0.4862* (0.26)	-0.4877* (0.26)	-0.4925* (0.26)	-0.4344 (0.35)
<i>Female</i>	-0.0995 (0.15)	-0.1091 (0.15)	-0.1567 (0.16)	-0.0898 (0.15)
<i>Black*Female</i>		0.1031 (0.48)		
<i>Asian*Female</i>			0.3248 (0.36)	
<i>Hispanic*Female</i>				-0.1116 (0.50)
Constant	0.2186 (0.65)	-0.2182 (0.65)	-0.2114 (0.66)	-0.2114 (0.65)
Log likelihood	-236.114	-236.091	-235.712	-236.089
Pseudo R <sup>2</sup>	0.0351	0.0352	0.0368	0.0352
N	406	406	406	406

\* p<0.1; \*\* p<0.05; \*\*\* p<0.01

<sup>†</sup> Regressions contain dummy variables (not shown) controlling for the faculty member's college. None of the college control variables exerts a statistically significant effect.

Table A.2: Probit Results – Probability of Leaving Before Tenure<sup>†</sup>

	<b>Model 1</b>	<b>Model 2</b>	<b>Model 3</b>	<b>Model 4</b>	<b>Model 5</b>
<i>Black</i>	0.4372*	0.6569*	0.4275*	0.4391*	0.6118**
	(0.24)	(0.39)	(0.24)	(0.24)	(0.29)
<i>Asian</i>	-0.1746	-0.1683	0.0480	-0.1814	
	(0.20)	(0.20)	(0.25)	(0.20)	
<i>Hispanic</i>	0.3564	0.3613	0.3653	0.1079	0.5310*
	(0.26)	(0.26)	(0.26)	(0.36)	(0.30)
<i>White</i>					0.1746
					(0.20)
<i>Female</i>	0.0893	0.1221	0.1753	0.0445	0.0893
	(0.15)	(0.16)	(0.16)	(0.15)	(0.15)
<i>Black*Female</i>		-0.3429			
		(0.48)			
<i>Asian*Female</i>			-0.5558		
			(0.40)		
<i>Hispanic*Female</i>				0.5145	
				(0.51)	
Constant	-0.1267	-0.1242	-0.1087	-0.0929	-0.3013
	(0.66)	(0.65)	(0.67)	(0.66)	(0.67)
Log likelihood	-224.785	-224.532	-223.777	-224.273	-224.785
Pseudo R <sup>2</sup>	0.0270	0.0281	0.0313	0.0292	0.0270
N	406	406	406	406	406

\* p<0.1; \*\* p<0.05; \*\*\* p<0.01

<sup>†</sup> Regressions contain dummy variables (not shown) controlling for the faculty member's college. None of the college control variables exerts a statistically significant effect.

Table A.3: Probit Results – Probability of Tenure (Asst. Profs. Who Stayed & Submitted Files)<sup>†</sup>

	<b>Model 1</b>	<b>Model 2</b>	<b>Model 3</b>	<b>Model 4</b>
<i>Black</i>	-0.9244** (0.46)	3.206 (431.4)	-0.9739** (0.47)	-0.8962* (0.47)
<i>Asian</i>	-0.9285*** (0.36)	-0.9070** (0.36)	-0.7328 (0.46)	-0.9184*** (0.36)
<i>Hispanic</i>	-0.7898 (0.50)	-0.7691 (0.50)	-0.7585 (0.50)	-1.146** (0.57)
<i>Female</i>	-0.0932 (0.32)	-0.0057 (0.33)	0.0607 (0.39)	-0.2148 (0.34)
<i>Black*Female</i>		-4.342 (431.4)		
<i>Asian*Female</i>			-0.4059 (0.60)	
<i>Hispanic*Female</i>				‡
Constant	5.972 (324.4)	6.204 (753.77)	6.009 (311.4)	6.082 (323.2)
Log likelihood	-46.930	-46.298	-46.704	-46.052
Pseudo R <sup>2</sup>	0.1533	0.1647	0.1574	0.1636
N	277	277	277	270

\* p<0.1; \*\* p<0.05; \*\*\* p<0.01

<sup>†</sup> Regressions contain dummy variables (not shown) controlling for the faculty member’s college. None of the college control variables exerts a statistically significant effect.

‡ This coefficient cannot be estimated because the interaction term (*Hispanic\*Female*) predicts success perfectly. Seven Hispanic females submitted tenure files and all seven received tenure. With these seven successful tenure cases automatically excluded from the analysis by the statistical software, the negative coefficient on the variable *Hispanic* becomes statistically significant.

Table A.4: Tobit Results – Years Until Application for Promotion to Full Professor †

	<b>Model 1</b>	<b>Model 2</b>	<b>Model 3</b>	<b>Model 4</b>
<i>Black</i>	2.525 <sup>*</sup> (1.4)	1.566 (1.7)	2.563 <sup>*</sup> (1.4)	2.531 <sup>*</sup> (1.4)
<i>Asian</i>	1.138 (0.83)	1.152 (0.82)	2.548 <sup>**</sup> (1.3)	1.152 (0.83)
<i>Hispanic</i>	4.548 <sup>**</sup> (2.0)	4.557 <sup>**</sup> (2.0)	4.510 <sup>**</sup> (2.0)	3.955 (2.9)
<i>Female</i>	0.4765 (0.68)	0.3645 (0.68)	0.8584 (0.72)	0.4395 (0.69)
<i>Black*Female</i>		3.575 (3.2)		
<i>Asian*Female</i>			-2.485 (1.7)	
<i>Hispanic*Female</i>				1.127 (4.1)
Constant	10.523 <sup>***</sup> (2.8)	10.635 <sup>***</sup> (2.8)	10.142 <sup>***</sup> (2.8)	10.560 <sup>***</sup> (2.8)
Log likelihood	-189.932	-189.314	-188.843	-189.894
Pseudo R <sup>2</sup>	0.0414	0.0445	0.0469	0.0416
N	79	79	79	79

\* p<0.1; \*\* p<0.05; \*\*\* p<0.01

† Regressions contain dummy variables (not shown) controlling for the faculty member's college. None of the college control variables exerts a statistically significant effect.