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Grant Proposal Abstract

The SOEHHS Affirmative Action Committee proposes to qualitatively address recruitment and retention of faculty of color with the goal of improving related policies and practices. Narrative experiences collected during interviews with current and former SOEHHS faculty will be used to inform discussions of these issues with the larger Hofstra community. The specific goals of the study are to a) document the quality of work environment for diverse faculty in SOEHHS; b) record instances of possible discrimination or marginalization and manner of support experienced by diverse faculty; and c) explore recommendations current and former faculty members propose for improving the process of recruitment and retention of a diverse faculty.

Preliminary discussions among committee members expect data to cluster around such issues as 1) school climate and culture; 2) housing; 3) reappointment and tenure policies and practices; 4) student CTR scores; and 5) faculty to faculty and student to faculty relationships. This study seeks to contribute to the growing body of research designed to holistically illuminate the experiences of faculty of color in academe, through which college and university campuses can become models of equal opportunity and social justice to the larger society.