

Rutgers has been retrogressing on faculty diversity

- 175 African-Americans taught at Rutgers in 1976
- In the 1980s, Rutgers ranked first in the AAU in the percentage of full-time African American faculty. By 2000, we ranked 4th
- Despite a 40 year substantial growth in student enrollments and total faculty, only 137 African-Americans taught at Rutgers in 2016
- In the 20 years between 1997-2017, the percentage of African Americans among the tenure track faculty declined from 5.4% to 4.2%
- Similar retrogressions apply to other 'underrepresented' groups
- Staff working on 'diversity' at Rutgers attribute the backsliding to “no will or purpose” at the top, “insufficient organization” at every level, and the “absence of a supportive climate” throughout the university.

Dismemberment of a successful program

- Rutgers' diversity progress in the 1970s and early 1980s was due to the need to comply with a federal consent decree that required demonstrable progress – authenticated by numerical goals, timetables, data collection and regular reporting
- During the 20 years after Washington backtracked on its strict requirements, the Rutgers administration systematically dismantled all of the policies and programs that had previously yielded positive diversity results
- During the dismantling period, Rutgers disingenuously masked its substantial retreat by only comparing its numbers to the diversity numbers of other AAU universities. It completely ignored its own 1970s record. In reality, AAU institutions have been among the nation's least diverse, most historically resistant to progressive change and most of them were not mandated to serve as diverse a population as Rutgers

What worked when Rutgers had to be serious about diversity

The university leadership:

- Created a highly visible, expertly staffed, well-funded and administratively powerful office to manage the task (The Office of Affirmative Action and Employment Research)
- Instituted a system of sanctions for departments failing to achieve satisfactory progress with 'diversity'
- Made new faculty lines available for academic departments on condition that they hired people of color and/or women
- Created and funded the Minority Faculty Development Program to help the tenure prospects of African American and Latino American professors
- Established procedures requiring the affirmative-action officer's written approval before a new hire or promotion could occur
- Created a supportive climate for 'diversity' in which the University president sent an annual memorandum to all University employees reaffirming the University's commitment to equal opportunity and affirmative action and enclosing a report on the University's progress.