



Leadership Development for a More Diverse and Capable Leadership Pool

Peter K. Dorhout, VPR, Kansas State University
Moderator

April Mason, Provost, Kansas State University

Lisa Mink, Mink Enterprise Group Consulting,
former Chief Diversity Officer at Dell

Dale Wesson, Vice President for Research,
Virginia State University

Session Co-conspirators

- Sheena Murphy – Assoc VPR, West Virginia U.
 - Kenneth Sewell – VPR, Oklahoma State
 - Gerald Sonnenfeld – VPR, U. of Rhode Island
- APLU Staff assistance: Mary Leskosky

Prompted by critical questions:

- Who has the responsibility to help diversify the research office leadership on our campuses?
- What can VPRs/VCRs, and other university leaders, do to promote diversity in research leadership?
- Why is diversity in leadership important?



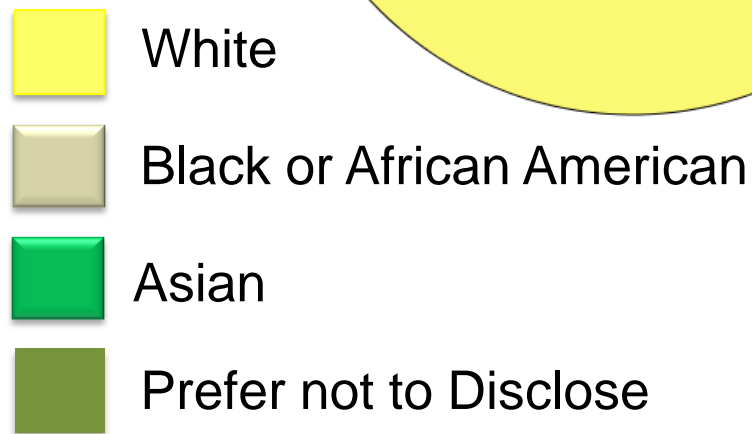
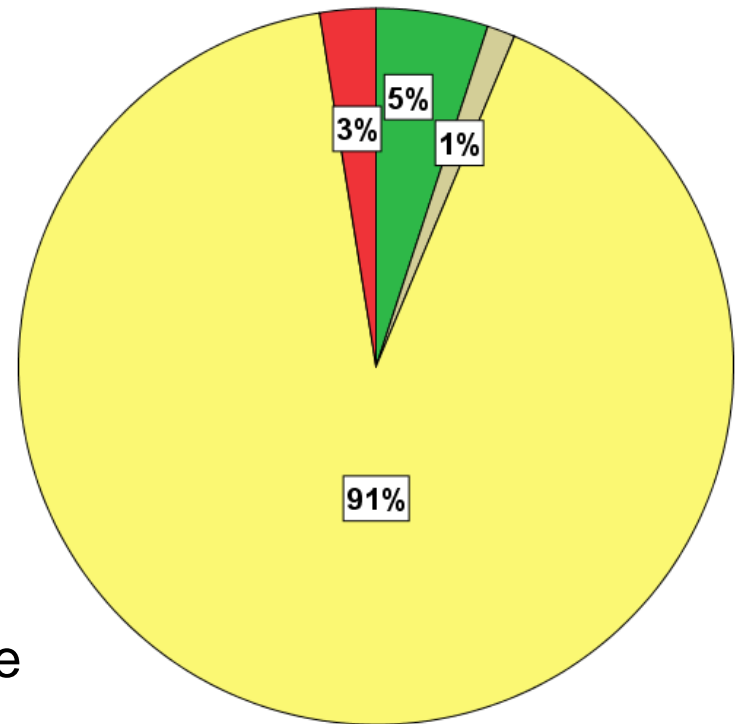
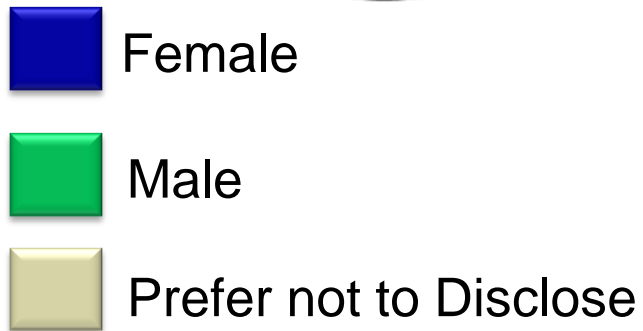
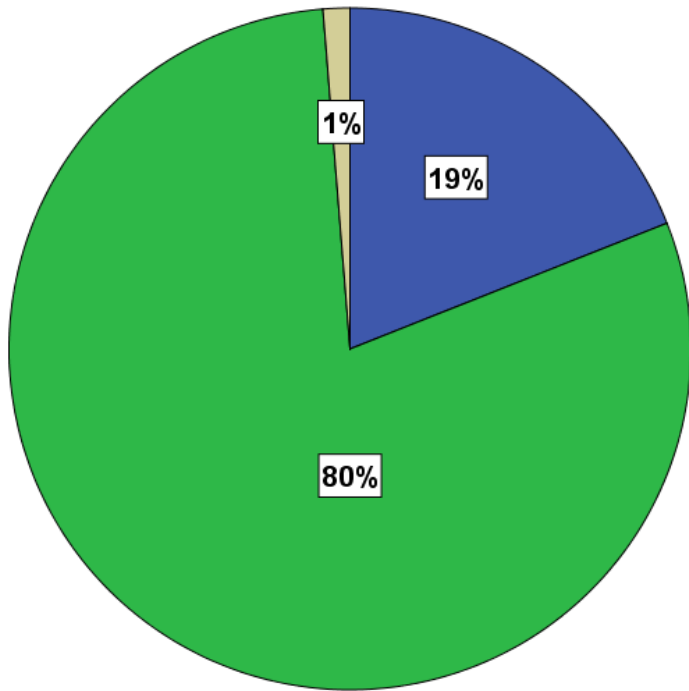
A Subset of the Data from the National Survey of APLU Vice Presidents and Vice Chancellors for Research

Kelvin K. Droegemeier, Lori A. Snyder, and Alicia J. Knoedler
University of Oklahoma

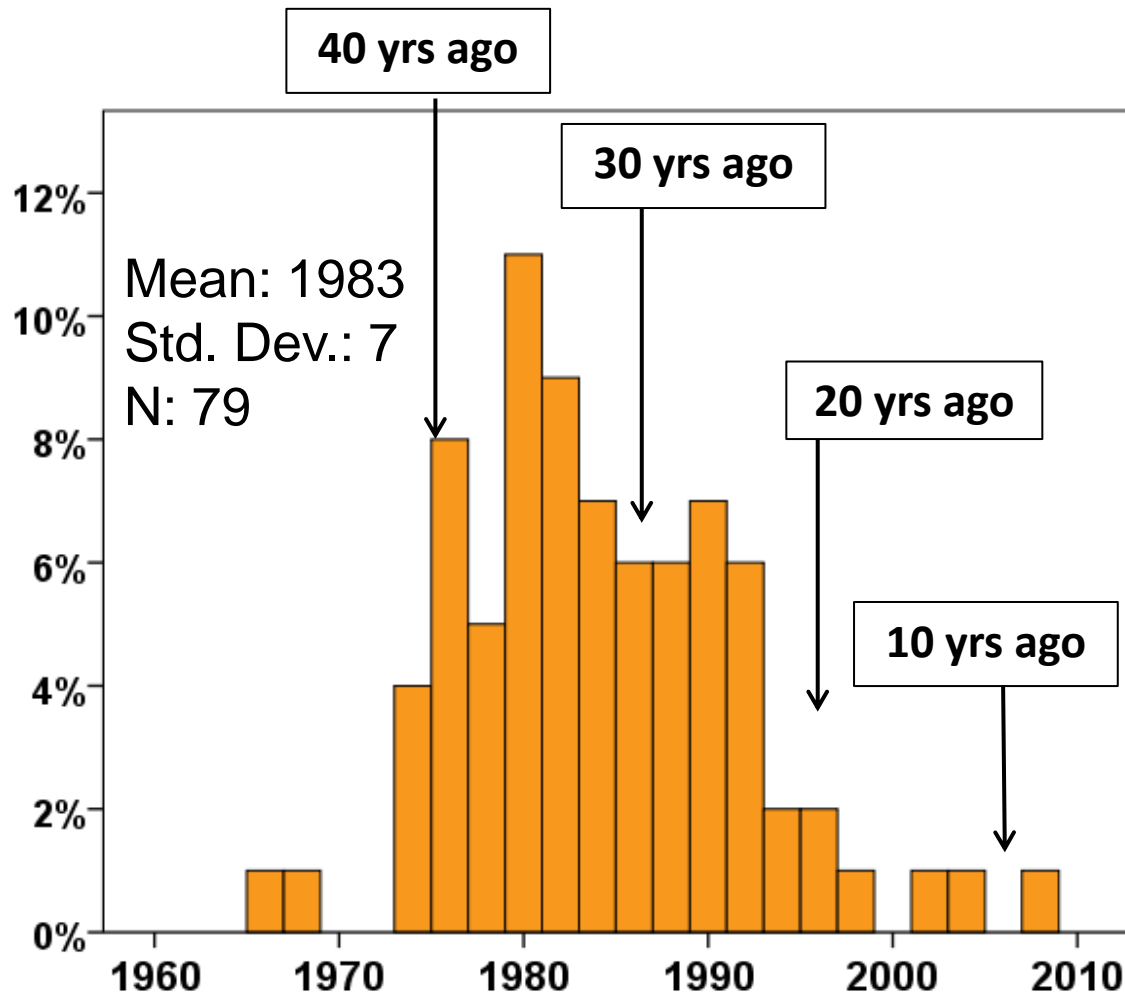
Caroline Whitacre
The Ohio State University

Howard Gobstein, Christine Keller, Teri Lyn Hinds, and Nathalie Argueta
APLU

VPR Gender and Ethnicity



Year VPR received PhD



Discipline of Degree

25% Engineering

24% Biomedical and
Biomedical Sciences

22% Physical Sciences

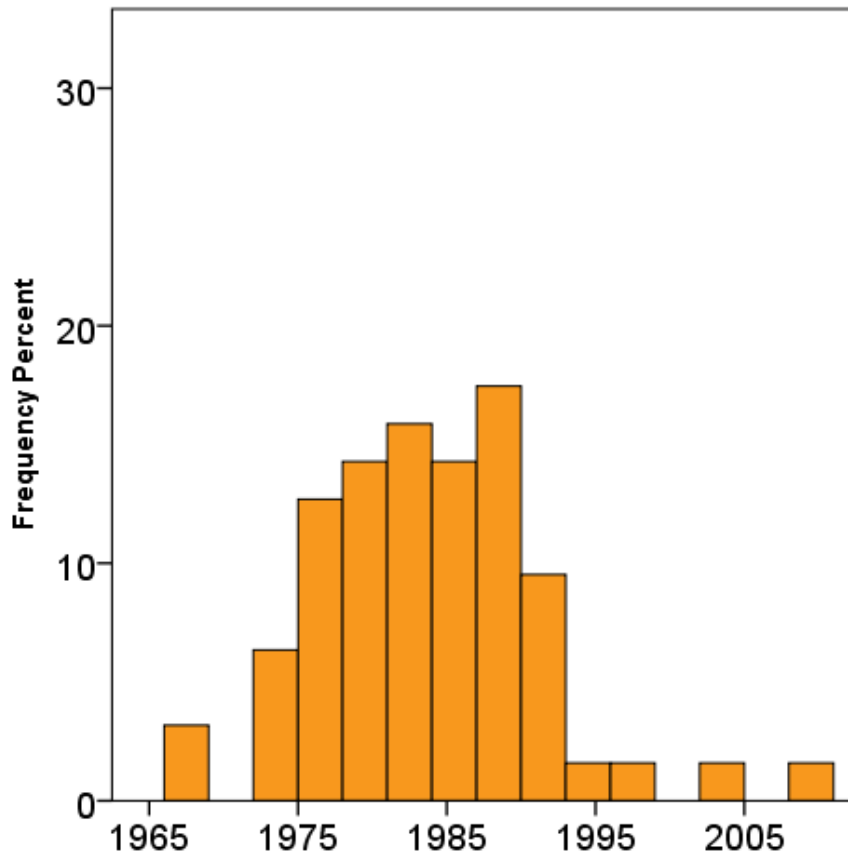
5% Social Sciences

5% Psychology

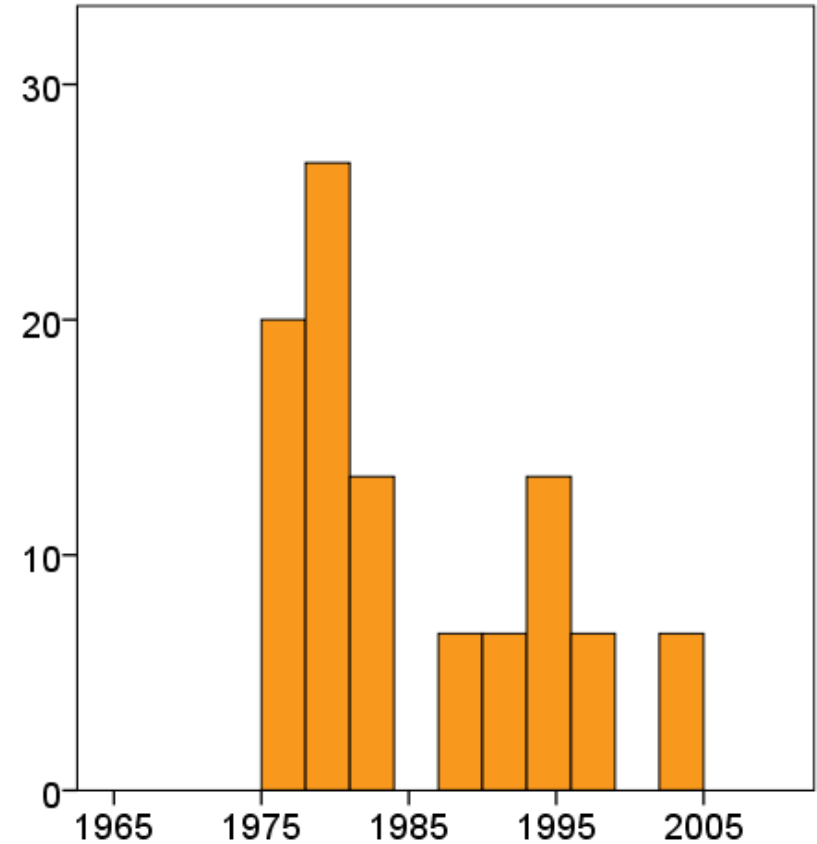
5% Agriculture and
related sciences

Year Received PhD by Gender

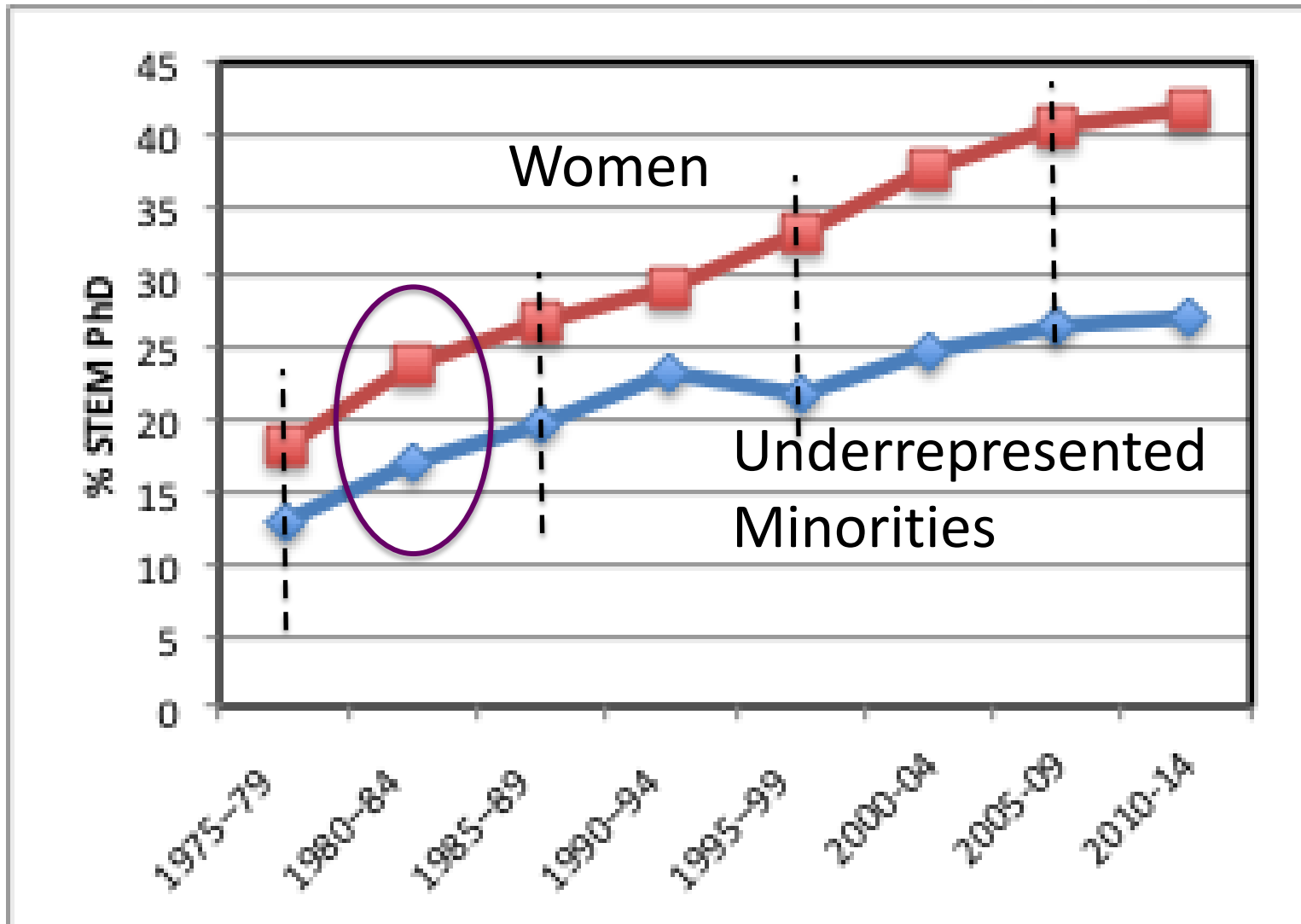
Male (N=63)
Mean: 1983.2



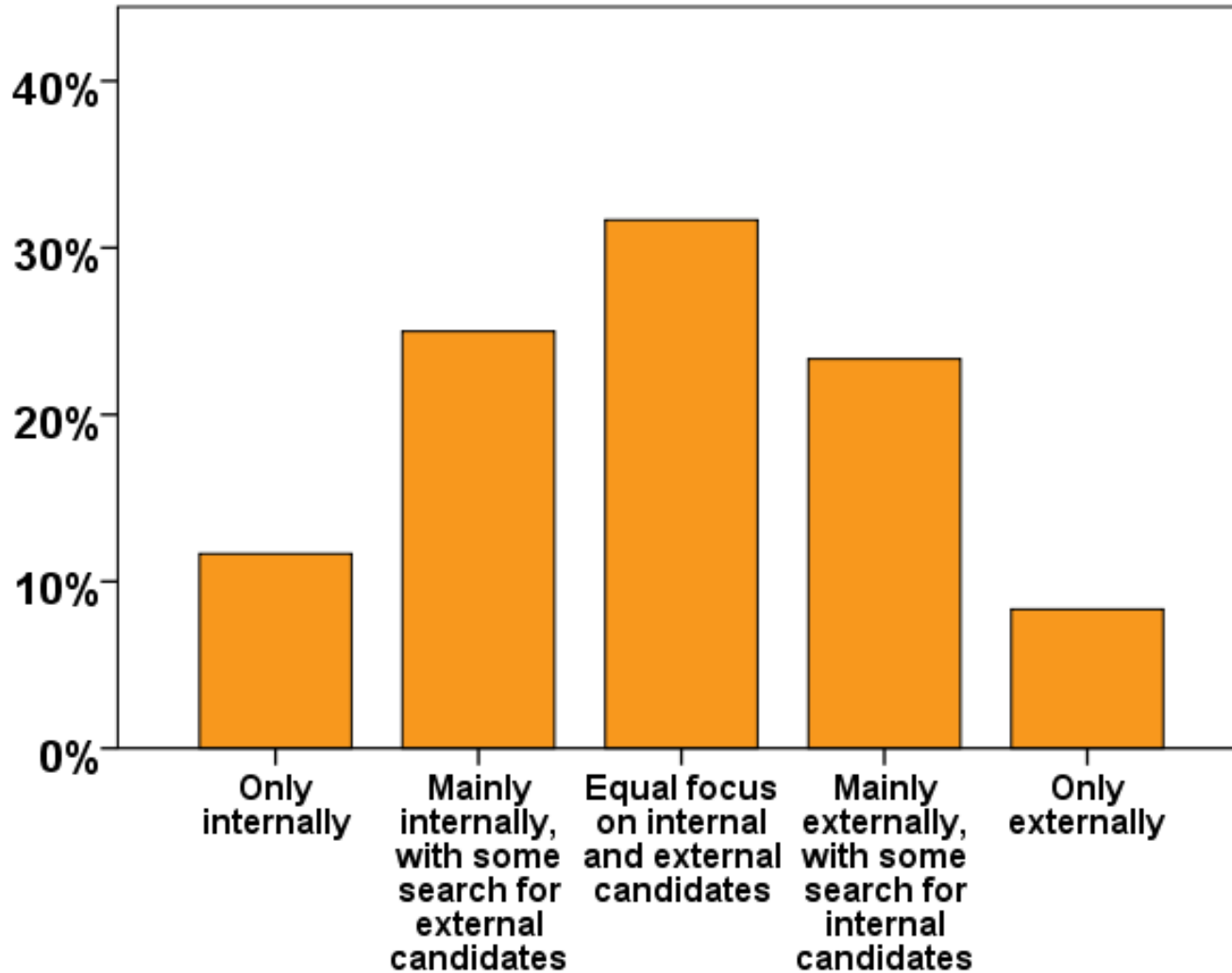
Female (N=15)
Mean: 1985.4



Gender & Ethnicity By PhD Years



In the past, how has your university typically filled the VPR position?



2016 Summer CoR meeting poll showed that while most searches were for either internal or external, the vast majority of the participants were hired internally.

My institution has a succession plan or clear path to developing the background needed for someone to attain my current position.

