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
Year VPR received PhD

<table>
<thead>
<tr>
<th>Year Ago</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>25%</td>
</tr>
<tr>
<td>30</td>
<td>24%</td>
</tr>
<tr>
<td>20</td>
<td>22%</td>
</tr>
<tr>
<td>10</td>
<td>5%</td>
</tr>
<tr>
<td>N: 79</td>
<td></td>
</tr>
</tbody>
</table>

Discipline of Degree:
- 25% Engineering
- 24% Biomedical and Biomedical Sciences
- 22% Physical Sciences
- 5% Social Sciences
- 5% Psychology
- 5% Agriculture and related sciences

Mean: 1983
Std. Dev.: 7

Year Received PhD by Gender

Male (N=63)
Mean: 1983.2

Female (N=15)
Mean: 1985.4
Gender & Ethnicity By PhD Years

Women

Underrepresented Minorities
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.