

**University of Dayton Philosophy Department
Assessment Results 2011-12**

Actions taken as a Result of Assessment

**Department/Program/Unit/Activity: Department of Philosophy
Date submitted: July 29, 2012**

1. Outcome/objective/goal reviewed:

A diverse faculty enables a the understanding and appreciation of other perspectives. It also encourages minority students to pursue this discipline. The department will promote and sustain a diverse faculty.

2. Changes made since the last time this goal was reviewed.

[This is the first time this goal was reviewed.]

3. [Omitted]

4. After reviewing the assessment results the department has decided to:

Continue to maintain an aggressive approach to attracting and retaining traditionally underrepresented traditions. In general, the department has been successful in doing this, both in terms of faculty representation and in offering a wide variety of diverse perspectives in courses.

Recruitment and retention of minority students continues to be a challenge that needs more emphasis, although this is probably true across the University.

Comments:

The Department has listed 21 full-time faculty on its webpage.

38% of the faculty (n=21) are women.

A variety of groups, traditionally unrepresented in academic philosophy departments, are represented by faculty, including African-American, Latina/o, African, and other perspectives contributing to a pluralistic and diverse faculty.

A large number of courses reflect both faculty interests and a commitment to diversity in course offerings, including but not limited to:

PHL 307	Philosophy of Women
PHL 355	Asian Philosophy
PHL 363	African Philosophy
PHL 364	Race, Gender and Philosophy
PHL 365	Islamic Philosophy and Culture
PHL 373	Philosophy and Cultural Diversity

These course and others continue to be developed, reflecting faculty interest in, and commitment to, diversity.

As noted above, recruitment and retention of minority students continues to be a challenge that needs more emphasis, although this is probably true across the University.

Standard language in positions offered by the department identifies diversity as an important desideratum, and emphasizes the department's continuing emphasis on diversity in recruiting new faculty.

The Assessment committee is satisfied that a vigorous commitment to representing as wide a range of perspectives, both within the faculty and in course offerings, has been made. It may be a good idea to consider, within the department and relative to its department in the College and the University, what can be done in terms of attracting, recruiting, and enrolling students from a wider variety of backgrounds and traditions than is currently the case.

5. Changes to goal itself

After working with this particular goal the department/program/unit has decided to keep the wording of this goal as is and keep the same measure.

Comment:

The Assessment committee suggests clarifying how to make more precise (if necessary) measures and criteria for diversity itself and, in general, make clearer what precisely is meant by "diversity."