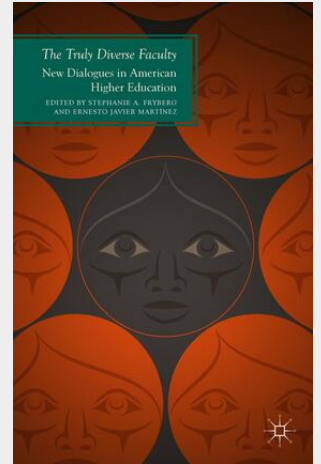


Fryberg / Martínez

The Truly Diverse Faculty

New Dialogues in American Higher Education

Many universities in the twenty-first century claim "diversity" as a core value, but fall short in transforming institutional practices. The disparity between what universities claim as a value and what they accomplish in reality creates a labyrinth of barriers, challenges, and extra burdens that junior faculty of color must negotiate, often at great personal and professional risk. This volume addresses these obstacles, first by foregrounding essays written by junior faculty of color and second by pairing each essay with commentary by senior university administrators. These two university constituencies play crucial roles in diversifying the academy, but rarely have an opportunity to candidly engage in dialogue. This volume harnesses the untapped collective knowledge in these constituencies, revealing how diversity claims, when poorly conceived and under-actualized, impact the university as an intellectual work environment and as a social filter for innovative ideas.



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