

FACT SHEET

- 36 faculty of color have left Dartmouth since 2002 for reasons including hostile work environment for faculty of color.
- Faculty of color are 2.5 times more likely to leave than white faculty at Dartmouth
- All six members of CAP (Committee Advisory to the President), the body that makes the final recommendation for tenure to the President of the College, are white, and none of its proceedings are public.
- In recent years CAP decisions reveal a disturbing trend of opposing unanimous departmental votes for giving faculty of color tenure. CAP denied Professor Bahng tenure despite unanimous approval for tenure from the English department. Last year, CAP denied Derrick White for tenure, despite unanimous approval from the history department. Professor White was also previously tenured at University of Florida, and promised tenure upon his arrival at Dartmouth. Three years ago, CAP denied tenure to Sharlene L. Mollett, who was unanimously recommended for tenure by the geography department. Dartmouth also denied tenure to Lourdes Gutierrez Najera, who received a unanimous positive vote from LALACS.
- Students have called for an Asian American studies department for almost 20 years, but the college has not hired any tenure-track Asian American studies professor since Dr. Bahng's arrival in 2009. She is also the only Asian American studies professor remaining on campus.
- See petition written by other faculty members for more details on Aimee Bahng: <https://www.change.org/p/dartmouth-president-phil-hanlon-grant-dr-aimee-bahng-the-tenure-she-rightly-deserves-fight4facultyofcolor-dartmouth>
- Dartmouth has a smaller percentage of faculty of color than any of its peer schools, including Duke, Vanderbilt, and all other Ivy League institutions.
- 85.8% of tenured faculty at Dartmouth are white.
- Dartmouth's Ad Hoc Committee on Diversity and Inclusion (2013) found an 85% attrition rate of Black faculty from 2007-2012.
- Dartmouth's first public campus climate survey, released this year, shows that 69% tenure-track faculty respondents have seriously considered leaving Dartmouth College.
- Although the number of people of color receiving PhDs has more than doubled in the past 30 years, the percentage of faculty of color with tenure across academe has not increased at all. In some places it has decreased.
- The College has commissioned over 20 diversity/inclusivity reports & committees since the late 1960s and yet little has changed.