

Americans—continues. (Background on the case appears at harvardmag.com/sffa-l6.) That suit, filed under Title VI of the Civil Rights Act of 1964—therefore applicable to a private entity—asserts that “the proper judicial response” is “the outright prohibition of racial preferences in university admissions—period.” Activity associated with the suit had been deferred pending the *Fisher* decision; it has now resumed.

The SFFA case claims that *Bakke* was wrongly decided (an argument likely weakened after *Fisher*); that even if *Bakke* is the law, Harvard violates it by considering race too heavily in undergraduate admissions; and that the College imposes an illegal quota on Asian-American applicants. SFFA filed a similar action against the University of North Carolina.

A protracted period of discovery likely lies ahead. Making the second and third claims will depend on securing access to aggregate admissions data, and perhaps to individual records; Harvard will surely object strongly to the latter, given that applicants expected their information to remain confidential. The University may also challenge SFFA's standing to press its claims, since it has not, so far, identified claimants who've applied for admission or intend to. In case the lawsuit proceeds to trial, Harvard's legal team now includes both Seth P. Waxman, former U.S. solicitor general, an appellate expert, and Corporation senior fellow,

William F. Lee, a distinguished trial lawyer (and the University's highest-ranking Asian-American governing official).

Elsewhere, the Asian American Coalition for Education asked the departments of education and justice on May 23 to investigate alleged discrimination at Brown, Dartmouth, and Yale—and require Ivy League colleges to cease engaging in admissions practices that it maintains are discriminatory. The institutions “apply racist stereotypes and racial bias in their ‘holistic’ evaluation of Asian-American candidates” and “maintain a racial balance of Asian-American enrollment at an artificially low level, imposing an unlawful quota,” according to the complaint. It was countered by a statement from Asian Americans Advancing Justice in support of the institutions' admissions practices. A similar federal complaint against Harvard was dismissed, in light of the SFFA lawsuit entailing the same issues. Princeton's admissions practices, also subject to this kind of administrative challenge, were upheld upon federal review.

Delving into Faculty Diversity

NEAR THE END of a year of student protests about diversity on many campuses, Yale's new Faculty of Arts and Sciences Senate (Harvard has no analogous body) released a significant report on faculty diversity and inclusivity. It found that after progress

in diversifying faculty ranks from 1999 to 2007, Yale suffered a “lost decade” under the pressure of financial constraint—with particularly severe effects on the retention of underrepresented minority and junior faculty members. The report made 19 recommendations, ranging from a clear institutional commitment to fostering faculty and curricular diversity, to disseminating better data and performance metrics, and targeting Yale's \$25-million fund to match departmental diversity initiatives. Survey research revealed much higher levels of dissatisfaction among faculty members who are women or underrepresented minorities. That finding is consistent with “climate” surveys conducted at Harvard and elsewhere (see “How the Faculty Feels,” September-October 2014, page 21)—reflecting family-care demands, burdens of committee and other academic service, and relatively small peer cohorts.

Achieving sustained gains in diversity has proven difficult during a period of restrained growth. Data compiled by Harvard's senior vice provost for faculty development and diversity show that the tenured ranks have become steadily, if sometimes modestly, more diverse from academic year 2006 through 2016—but that in the junior (tenure-track) ranks, the underrepresented minority share has risen only one percentage point (to 11 percent) during that period. ~J.S.R.

New Fellows

The magazine's Berta Greenwald Ledecy Undergraduate Fellows for the 2016-2017 academic year will be Matthew Browne '17 and Lily Scherlis '18. The fellows join the editorial staff and contribute to the magazine during the year, writing the “Undergraduate” column and reporting for both the print publication and harvardmagazine.com, among other responsibilities.

Browne, of West Point, New York, and Adams House, is a senior concentrating in social studies. He is a staff writer for *The Harvard Advocate* and a member of the Signet Society. After summers previously spent doing research in a biology laboratory and working for a real-estate tech startup, Browne spent this past summer writing freelance articles for various publications and conducting research for a senior thesis about music festivals.

Scherlis, who hails from Pittsburgh, is a junior pursuing a joint concentration in comparative literature and visual and environmental studies. She is a staff writer for *The Harvard Advocate* and a member of *The Harvard Lampoon's* art staff. Before arriving at Harvard, she spent a year at art school in Greece. This past sum-



mer, Scherlis received an Artist Development Fellowship from Harvard's Office for the Arts to focus on her painting and writing, and worked as a research assistant at the Radcliffe Institute for Advanced Study.

The fellowships are supported by Jonathan J. Ledecy '79, M.B.A. '83, and named in honor of his mother. For updates on past Ledecy Fellows and links to their work, see harvardmagazine.com/donate/ledecy-fellowships.