



## Study Group on University Diversity—Faculty Diversity at UC

In fall 2006, UC President Robert C. Dynes and then-chair of the Board of Regents Gerald L. Parsky established a Study Group on University Diversity to examine the current state of diversity at UC and identify actions that the University should take to improve diversity. In September 2007, the Board of Regents received and endorsed the findings and recommendations of the task force's overview report. Because of the broad scope of its charge—which included examining undergraduate, graduate and faculty diversity as well as campus climate—the task force formed itself into four work teams to look in-depth at these issues. The following summarizes the findings and recommendations of the work team on faculty diversity, which found that despite recent increases in hiring and many pockets of success and innovation, the University needs to focus greater and sustained attention on its faculty diversity efforts.

### Status of faculty diversity at UC

Women and minority scholars continue to be substantially underrepresented among UC faculty, in spite of their growing numbers among Ph.D. recipients in the past few decades. The pool of underrepresented minority scholars with doctoral degrees has more than doubled from 5% in 1975 to 12% in 2003. However, the proportion of underrepresented minority faculty at UC has changed very little over time. African Americans were 2.5% of UC's faculty in 1993 and are 2.5% of the faculty now. Chicano/Latino faculty have increased only slightly in the past two decades, from 4.5% in 1996 to 5% now. And although the proportion of women faculty has increased, it remains well below parity.

Moreover, the under-representation of women and minority scholars is exacerbated by concentration in a few fields (e.g., humanities and social sciences) leaving them extremely under-represented in fields such as physical sciences, math and engineering.

### Current efforts to improve faculty diversity

In response to growing concerns, the UC Office of the President and UC campuses have committed staffing and additional resources to programs addressing faculty diversity. These programs provide models for campuses when taking additional steps in the future.

- The UC Academic Personnel Policies (APM) 210, 240, and 245 were amended in 2005 so that faculty and academic administrators may be evaluated on their contributions to diversity and equal opportunity in higher education. <http://www.universityofcalifornia.edu/senate/committees/ucaad/reports.html>
- The President's Postdoctoral Fellowship Program (PPFP) invests in scholars who will contribute to the diversity of the academic community through their teaching, research and service. Since 2003, more than 50 former PPFP fellows have joined the UC faculty. <http://www.ucop.edu/acadadv/ppfp/>.
- Several campuses have appointed high-level academic administrators with staff and resources exclusively focused on faculty diversity, such as the Associate Vice Chancellor for Faculty Diversity at UCLA, the Vice Chancellor for Equity and Inclusion at Berkeley, and the Director of Academic Diversity at UC San Francisco.
- Every campus has invested in research programs and ethnic studies curricula which support research on race, ethnicity, gender, and related topics. These programs draw upon the assets of a diverse academic community and contribute to the empirical knowledge that will address the social, economic and political disparities that challenge our diverse state and nation.

## Hiring

The hiring of women and minority faculty dropped dramatically coincident with the budget crisis of the early 1990s, and hiring remained almost as low for the remainder of the decade. Hiring of women and URM faculty has recovered in the past few years with the increased attention to faculty diversity programs at UC.

Because faculty careers can last up to 40 years, improved hiring and retention practices still produce only slow demographic change over time. However, UC has an opportunity for improvement if it can do a better job of retaining the minority faculty it hires. Data show that women and minority faculty at UC are highly sought after in the national market and receive substantial outside offers from our competitor institutions. Retaining these faculty is a significant challenge to retaining the progress UC made toward faculty diversity.

## Recommendations

The faculty work team report of the Regent's Study Group on University Diversity recommends that the Regents adopt as UC policy a Diversity Statement, previously approved by the Assembly of the Academic Senate and endorsed by the president, which reads in part: "Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity among its student bodies and among its employees."

Other recommendations include:

Endorsing the recommendations of the President's Task Force on Faculty Diversity, which include:

- **Leadership:** Strong leadership is critical to creating a campus climate that fosters equal opportunity and diversity. The Task Force recommends that the President, the Chancellors, and all levels of academic administration promote a clear message that UC's continued excellence depends upon a faculty who reflect the University's values of equal opportunity and diversity;
- **Academic Planning:** Diversity will not thrive unless it is incorporated into academic planning at every level. The Task Force recommends that campuses make diversity integral to academic planning including faculty hiring, research agendas, curricular development and program reviews;
- **Faculty Recruitment and Retention:** Campuses must do more to promote faculty diversity through recruitment, hiring and retention practices. The Task Force recommends that each campus ensure that procedures are in place to advance diversity and equal opportunity in academic personnel procedures;
- **Resources and Rewards:** Resources and rewards are essential to influence faculty and departmental behavior and demonstrate the University's commitment to diversity and equal opportunity. The Task Force recommends that each campus, in consultation with the Academic Senate, examine the FTE allocation process, at both the institutional and departmental level, so it becomes more effective at addressing faculty diversity;
- **Accountability:** The Task Force observed that increased accountability at the campus, division, and departmental levels is a key component to increasing faculty diversity. The Task Force recommends that academic administration at all levels from the Chancellor to department chairs be held accountable for efforts to promote faculty diversity.

Finally, the faculty diversity work team recommends that the Regents request an annual dashboard report on faculty diversity from the UC Office of the President. The report should include faculty demographic data reflecting faculty headcount and hiring by race and gender, disaggregated by campus and field. It should include data on the differential advancement rates of faculty in the above categories. The report also should include a narrative report on campus actions to address resource allocations practices and incentives (including faculty FTE allocation) to better provide rewards that are consistent with the institutional value of diversity and any other procedural or other steps the campus

has newly undertaken in this area. Finally, the report should include ongoing assessment of the effectiveness of actions when possible.