



UNIVERSITY  
OF  
CALIFORNIA

# Accountability Sub-Report on Diversity: Faculty Diversity Outcomes

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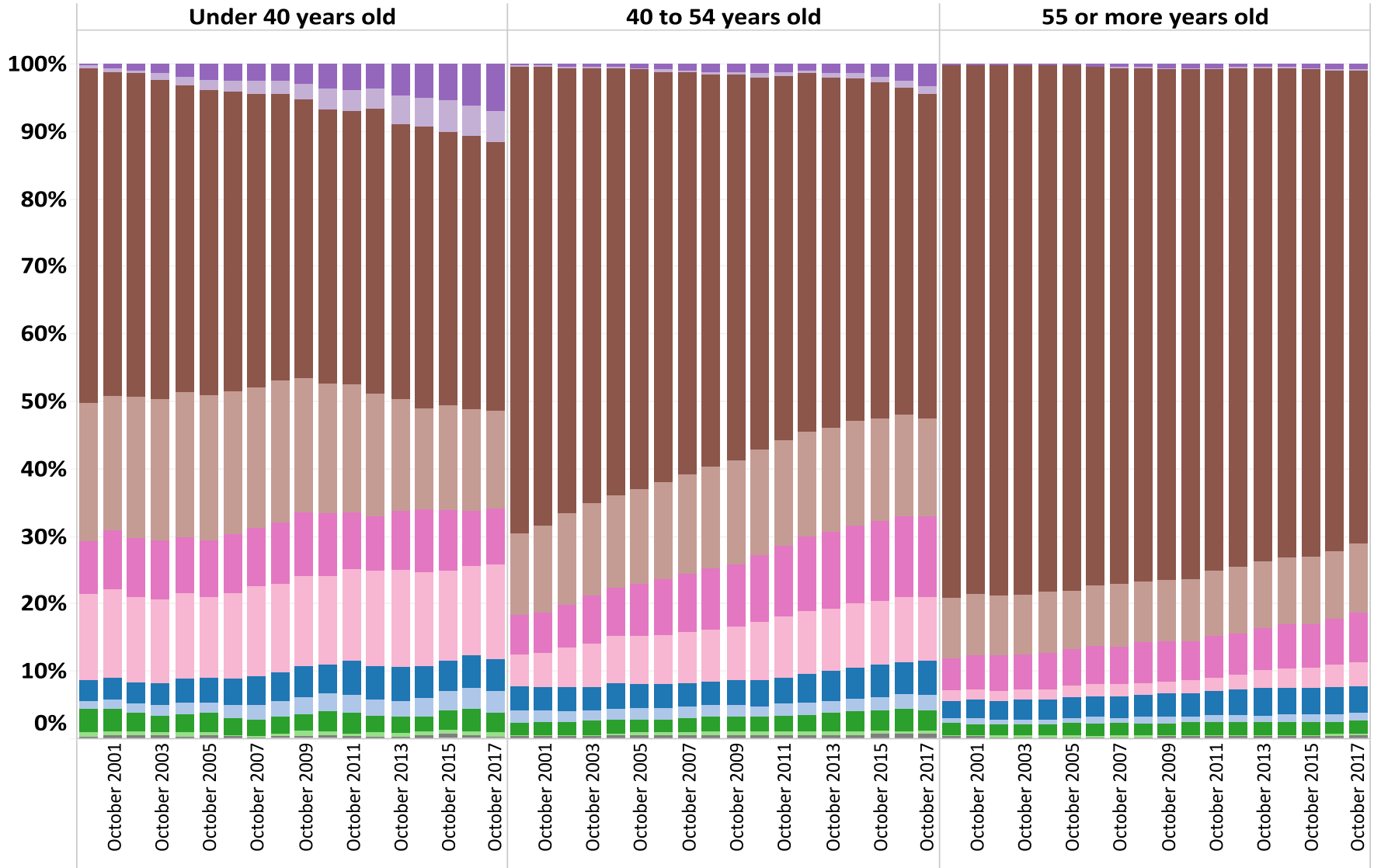
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Pradeep Khosla, Chancellor, UC San Diego

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Presentation to the Board of Regents, September 26, 2018

# UC Faculty Racial/Ethnic Diversity by Age Groupings

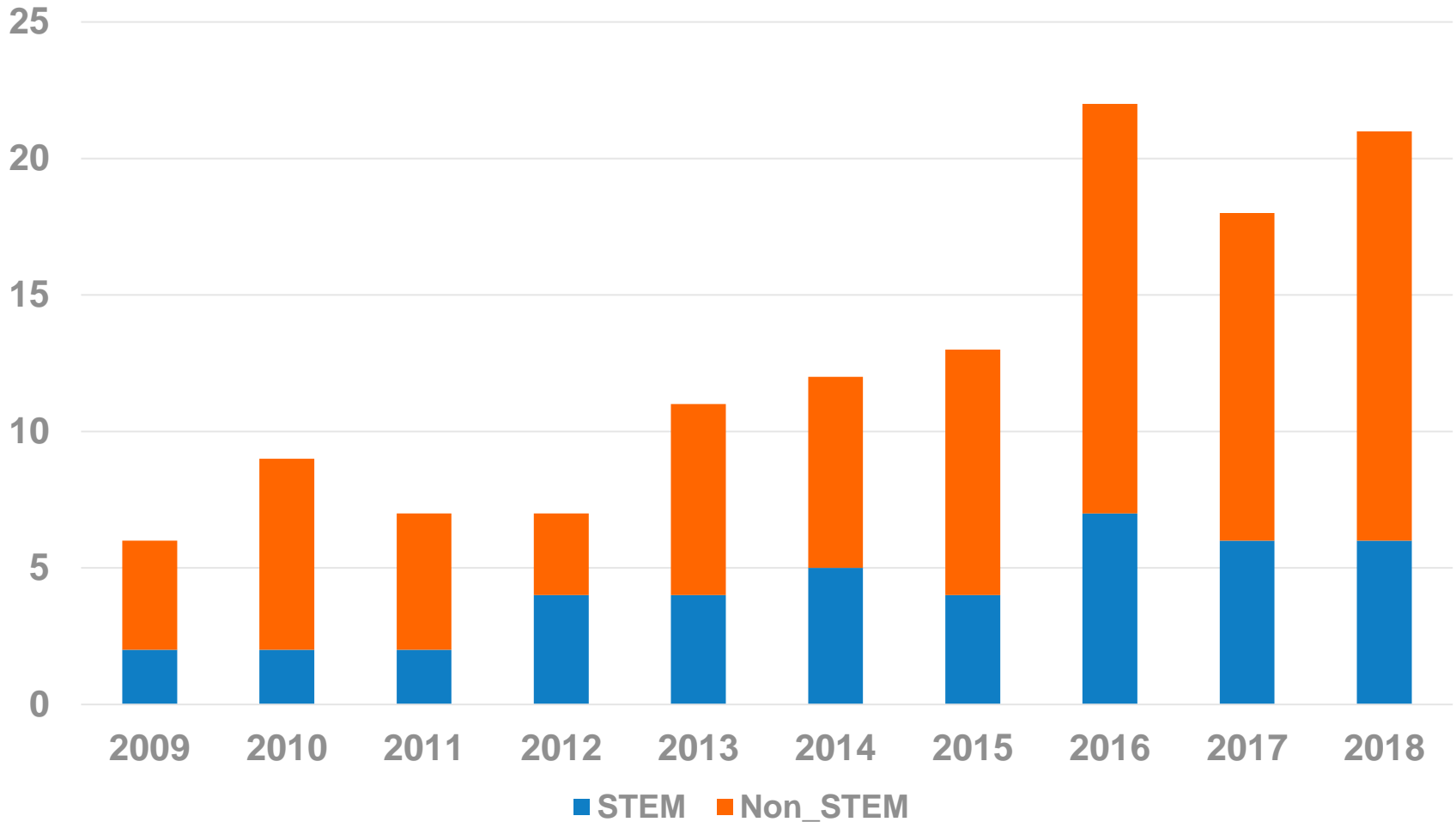


Ethnic Origin Groups

- |  |   |   |
|--|---|---|
| <span style="display: inline-block; width: 15px; height: 10px; background-color: #d3d3d3; border: 1px solid black;"></span> American Indian, International       | <span style="display: inline-block; width: 15px; height: 10px; background-color: #add8e6; border: 1px solid black;"></span> Hispanic/Latino(a), International   | <span style="display: inline-block; width: 15px; height: 10px; background-color: #a0522d; border: 1px solid black;"></span> White, International          |
| <span style="display: inline-block; width: 15px; height: 10px; background-color: #696969; border: 1px solid black;"></span> American Indian, Domestic            | <span style="display: inline-block; width: 15px; height: 10px; background-color: #00008b; border: 1px solid black;"></span> Hispanic/Latino(a), Domestic        | <span style="display: inline-block; width: 15px; height: 10px; background-color: #8b4513; border: 1px solid black;"></span> White, Domestic               |
| <span style="display: inline-block; width: 15px; height: 10px; background-color: #90ee90; border: 1px solid black;"></span> Black/African/AfrAmer, International | <span style="display: inline-block; width: 15px; height: 10px; background-color: #ffb6c1; border: 1px solid black;"></span> Asian/Pac Isl/NatHaw, International | <span style="display: inline-block; width: 15px; height: 10px; background-color: #d8bfd8; border: 1px solid black;"></span> Two+/Other/Unk, International |
| <span style="display: inline-block; width: 15px; height: 10px; background-color: #008000; border: 1px solid black;"></span> Black/African/AfrAmer, Domestic      | <span style="display: inline-block; width: 15px; height: 10px; background-color: #ff69b4; border: 1px solid black;"></span> Asian/Pac Isl/NatHaw, Domestic      | <span style="display: inline-block; width: 15px; height: 10px; background-color: #8a2be2; border: 1px solid black;"></span> Two+/Other/Unk, Domestic      |

# PPFP Hires into UC Ladder Rank Positions

UC Ladder Rank Hiring



# UCI STEM Advancing Faculty Diversity 2017-18 Program Results

- UCI STEM
  - 2015-17 5.9% URG hired
  - 2017-18 40.9% URG hired
- Elevated attention and coordinated intervention by school deans and department chairs
- Increased search activity complemented by targeted hiring programs
- Augmented efforts through UCI Building Our Own Pipeline to the STEM Professoriate Pilot Program
  - 8 former UC President's/UCI Chancellor's Fellows hired
  - 5 Women hired
  - 5 URG hired

# Institutions with Highest Equity Index Scores

## HIGHEST SCORES

COLLEGE/UNIVERSITY	EQUITY INDEX SCORE		
Massachusetts College of Liberal Arts	3.50	Texas A&M University-Central Texas	3.00
University of California-San Diego	3.50	Arizona State University-West	3.00
University of Louisville	3.50	Texas A&M University-San Antonio	3.00
University of Minnesota-Morris	3.25	University of Alaska Anchorage	3.00
Pennsylvania State University-Greater Allegheny	3.25	University of Washington-Tacoma Campus	3.00
University of Vermont	3.25	California State University-Monterey Bay	3.00
University of Utah	3.25	Pennsylvania State University-Harrisburg	3.00
University of Washington-Bothell Campus	3.25	University of New Mexico	3.00
Fitchburg State University	3.25	University of Texas at Tyler	3.00
Framingham State University	3.25	University of California-Santa Barbara	3.00
Portland State University	3.25	Arizona State University-Downtown Phoenix	3.00
University of West Alabama	3.25	Salem State University	3.00
University of Washington-Seattle Campus	3.25	Marshall University	3.00
Chicago State University	3.25	California State University-Fresno	3.00
Rutgers University-Newark	3.25	Northern Arizona University	3.00
University of Massachusetts-Boston	3.25	University of Iowa	3.00
CUNY City College	3.25	Bridgewater State University	3.00
Pennsylvania State University-Schuylkill	3.00	University of California-Riverside	3.00

Source: Harper, S. R., & Simmons, I. (2019). *Black students at public colleges and universities: A 50-state report card*. Los Angeles: USC Race and Equity Center