

CAMPUS BASED EFFORTS TO IMPROVE FACULTY DIVERSITY: UC DAVIS

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Presentation to The State Assembly Committee on Higher Education Oversight Hearing on Faculty Diversification at the University of California

October 23, 2018

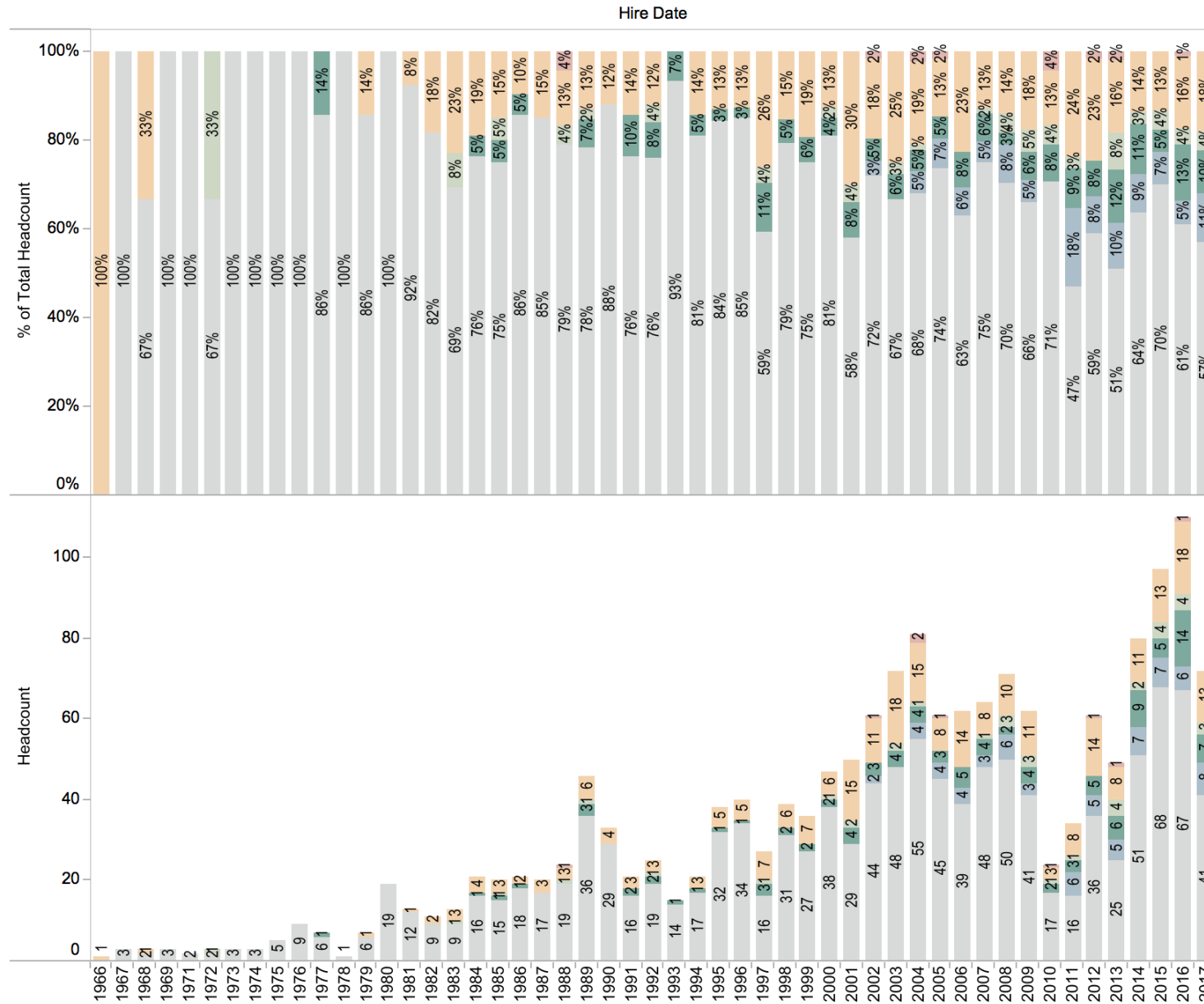


Ladder Faculty: UC Davis Class of 2017.

The dates of hire for Ladder Faculty employed at UC Davis as of 2017 go back to 1966.

Opportunities to diversify the faculty depend on opportunities for hiring as well as the diversity of the national pool.

Although the campus has been hiring with greater diversity over the past five years, the legacy of a lack of diversity in the academic pool has a long-lasting effect.



Eth Summary Desc

- AMERICAN INDIAN
- ASIAN
- BLACK
- HISPANIC
- UNKNOWN
- WHITE

Key Events

Prop 209 Legislation passed in 1996.

UC Davis receives NSF-ADVANCE grant to diversify faculty in 2012.

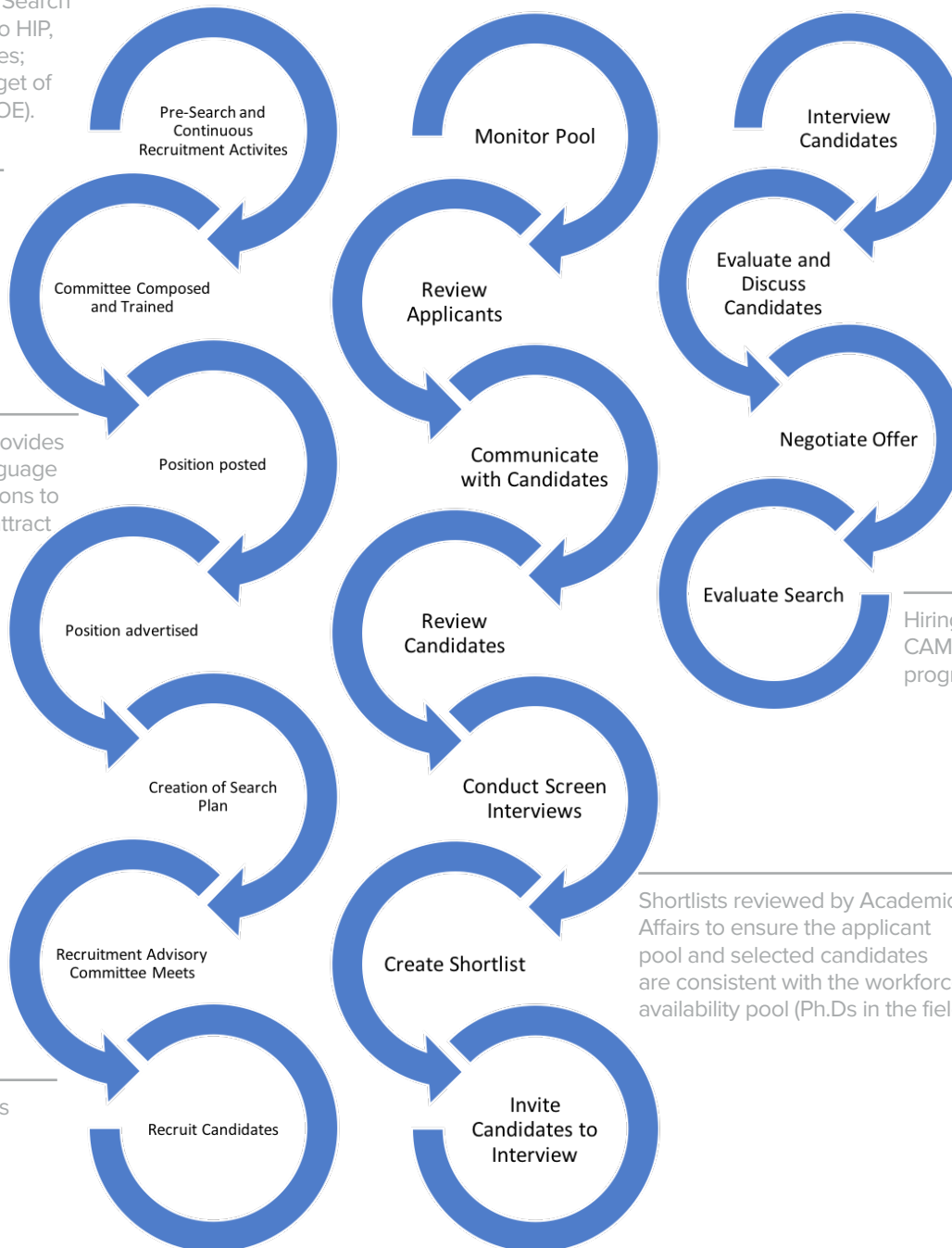
INTERVENTIONS IN THE ACADEMIC HIRING PROCESS

Process incentives: Search waivers that apply to HIP, PPFP, and CPFP hires; open searches; Target of Excellence Hires (TOE).

Mandatory training in implicit bias and best hiring practices; required to be renewed every three years.

Academic Affairs provides suggestions for language in position descriptions to broaden pool and attract diverse candidates.

Diversity Statements required of all candidates.



Hiring incentives for hires under CAMPOS, IRI, PPFP, CPFP programs.

RETENTION INITIATIVES

Academic Affairs provides a number of programs, some of which are part of the UC system and others that are unique to the Davis campus. They are designed to support our academics once joining UC Davis and in their continued careers. These programs are considered some of the best within the UC System as well as across the nation.

- Capital Resource Network
- Faculty Salary Equity Program
- Mortgage Origination Program (MOP)
- Partner Opportunities Program (POP)
- Faculty Advisors for Work Life
- Request for Teaching Release for Ladder Rank Faculty
- The Center for the Advancement of Multicultural Perspectives on Science (CAMPOS)



CAMPOS hosts a series of Cafecitos (coffee breaks) throughout the academic year, for faculty to network and discuss topics relevant to promoting, and sustaining a diverse community of STEM faculty.

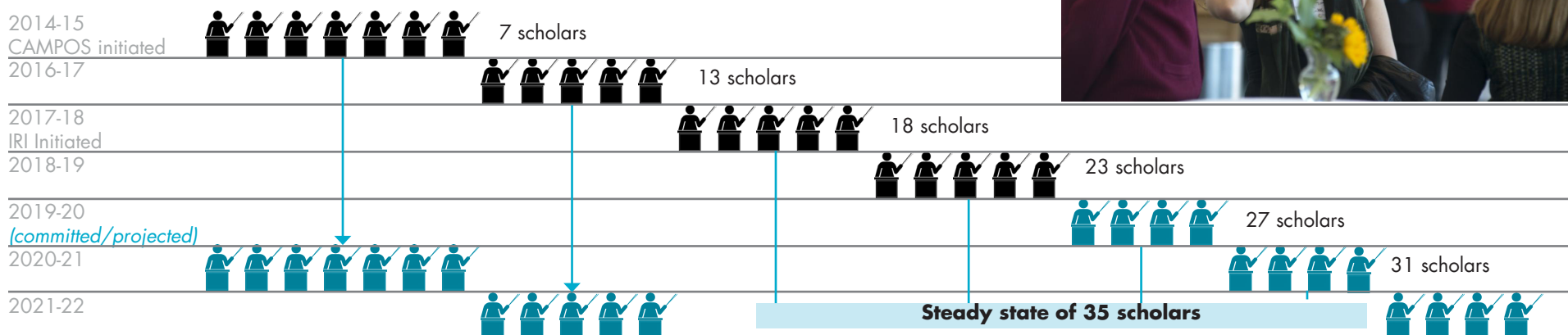
2017-2018 Academic Hiring Cycle

Faculty hiring cycles extend from November 1 through October 31. The current cycle is not fully complete.
The following table provides information through September 2018 only:

Unit	Percent Female	Percent URM	Percent Hispanic	Percent African American	Gender		Grand Total	URM Ind		Grand Total	Ethnicity					Grand Total
					Female	Male		No	Yes		African American	Chicano / Latino/ Hispanic	Asian American	Caucasian	Unknown	
Ag & Environmental Sciences	43%	0%	0%	0%	6	8	14	14		14			2	12		14
Biological Sciences	17%	17%	0%	17%	1	5	6	5	1	6	1		2	3		6
Engineering	22%	0%	0%	0%	2	7	9	9		9			5	2	2	9
L&S Humanit Arts & Cult Stds	60%	40%	20%	20%	3	2	5	3	2	5	1	1		2	1	5
L&S Math. and Phys. Sci	17%	17%	17%	0%	1	5	6	5	1	6		1	2	2	1	6
L&S Social Sciences	67%	17%	0%	17%	4	2	6	5	1	6	1		1	4		6
School of Education	100%	75%	75%	0%	4		4	1	3	4		3	1			4
School of Law	0%	0%	0%	0%		2	2	2		2			2			2
School of Medicine	42%	4%	4%	0%	11	15	26	25	1	26		1	7	15	3	26
School of Nursing	100%	50%	0%	50%	2		2	1	1	2	1			1		2
School of Veterinary Medicine	20%	20%	20%	0%	1	4	5	4	1	5		1	2	1	1	5
Grand Total	41%	13%	8%	5%	35	50	85	74	11	85	4	7	24	42	8	85

Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) Impact Recruitment Initiative (IRI)

CAMPOS and IRI incentivize faculty hiring by providing 5 years in matching funds to departments to support scholars whose work exemplifies the importance of bringing an equity lens and diverse perspectives to research, teaching, and public service in STEM and other fields.



Postdoctoral Scholars Provide a Pipeline for Faculty Diversity to UC Davis

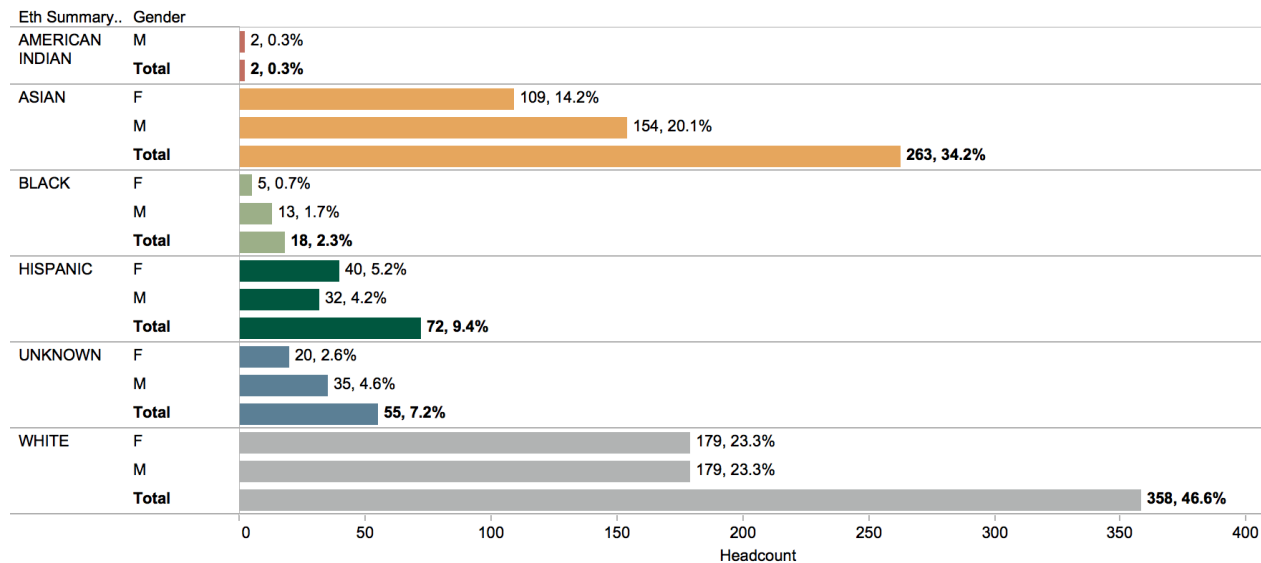
The University of California President's Postdoctoral Fellows Program is an extremely competitive post-graduate program, with only 4% of applicants chosen in 2015. UC Office of the President offers a substantial subsidy against payroll costs for the first 5 years as well as funds for startup packages in STEM fields. Nevertheless, the University of California loses 50% of UC President's Postdoctoral Fellows to other institutions.



UC Davis sponsors its own UC Davis Chancellor's Postdoctoral Fellowship Program, which partners with sister programs sponsored by the UC Office of the President, the University of Michigan, and other UC campuses. Established in 1984, the fellowship program was bolstered by a \$5 million commitment from the University of California Office of the President in 2013. The strengthened program was designed to encourage diversity among faculty and scholars and provide research opportunity and career development for scholars whose work will enhance the diversity of the academic community. Each year, the program seeks applicants with the potential to bring to their academic careers the critical perspective that comes from their non-traditional educational background or understanding of the experiences of members of groups historically underrepresented in higher education.

UC Davis Postdoctoral Scholars 2017

In 2017, a total of 768 Postdoctoral Scholars worked at UC Davis.



List of President's and Chancellor's(*) Postdoctoral Fellows with UC Davis faculty appointments.

Since 2003, 29 UC Davis faculty have been hired from these programs, joining UCLA, UCSC, and UC Irvine as having hired the most scholars through these programs.

Ralph Aldredge, Mechanical & Aeronautical Engineering
 Javier Arbona*, American Studies
 Rebecca Calisi Rodríguez, Neurobiology, Physiology, and Behavior
 Ofelia Cuevas, Chicana/Chicano Studies
 Steven Crum, Native American Studies
 Adela de la Torre, Chicana/Chicano Studies
 Jeremy DeCristo, American Studies
 Sam Diaz-Munoz*, Microbiology and Molecular Genetics
 Omnia El Shakry*, History
 Yvette Flores*, Chicana/Chicano Studies
 Marie Heffern, Chemistry
 Rebecca Hernandez, Land, Air, and Water Resources
 Tessa Hill, Geology
 Brian Johnson, Entomology
 Carlito Lebrilla, Chemistry
 Martha Macri, Native American Studies
 Elisabeth Middleton, Native American Studies
 Sabbie Miller, Civil and Environmental Engineering
 Susette Min, Asian American Studies
 Fatima Mojaddedi, Anthropology
 Victor Montejo, Native American Studies
 Anjali Nath*, American Studies, Asian American Studies
 Caitlin Patler, Sociology
 Jessica Bissett Perea, Native American Studies
 Julie Sze, American Studies
 Abigail Thompson, Mathematics
 Kalindi Vora, Gender, Sexuality and Women's Studies
 Grace Wang, Asian American Studies
 Louie Yang, Entomology

GRADUATE STUDENT PIPELINE

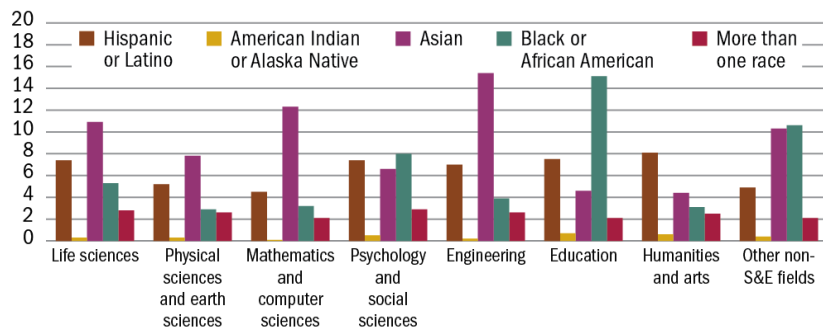
NATIONALLY, OVER 54,000 PEOPLE received earned doctorates in 2015, a growth of more than 10,000 over the past ten years. Of those, 6% were earned by people who identified as Hispanic or Latinx, 6% Black or African American, and 2% more than one race.

UC DAVIS ENROLLED 4,564 STUDENTS in doctoral programs in 2017-2018. Of those, 24% were international students, 15% were Asian/Pacific Islander, 9% were Hispanic/Latino/Chicano, 3% were African American/Black, and 1% American Indian/Alaska Native.

UC Davis Student Enrollment in Doctoral Programs | 2017-18

Doctorates awarded to minority U.S. citizens and permanent residents, by ethnicity, race, and broad field of study: 2015

Percent



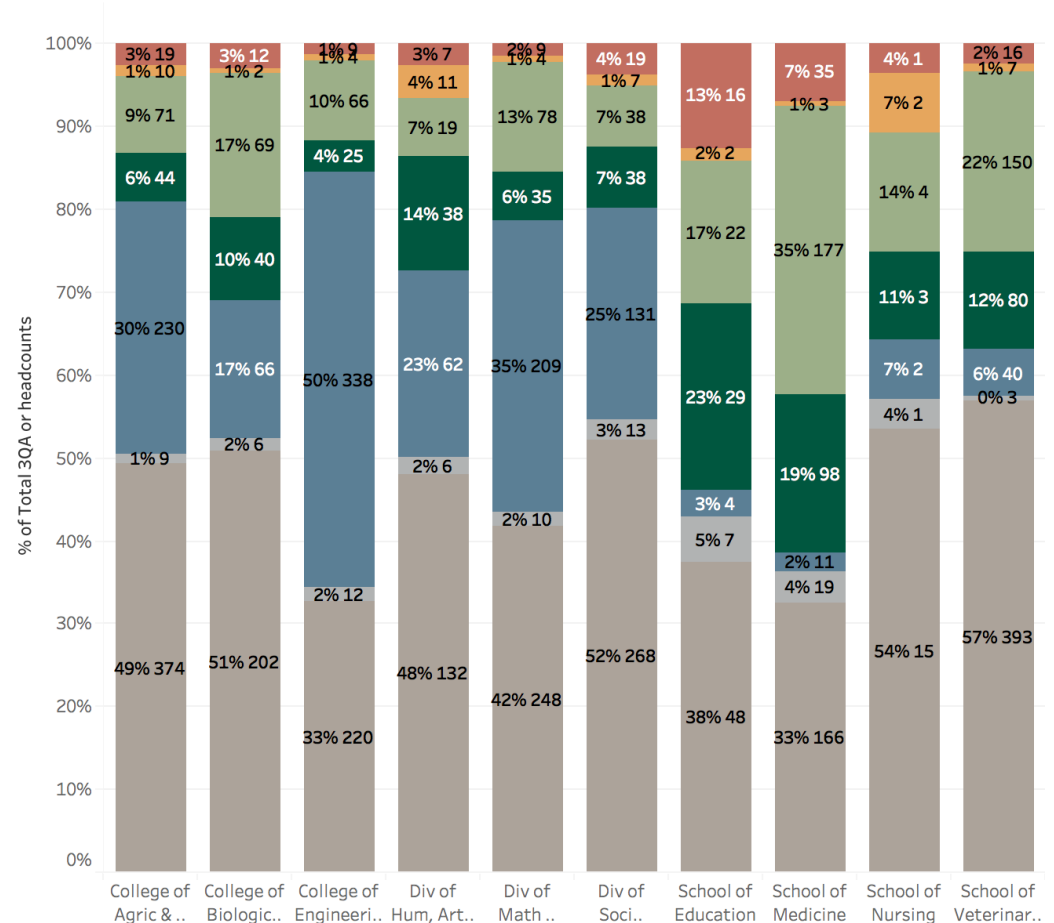
S&E = science and engineering.

NOTE: Percentages are based on the total number of U.S. citizens and permanent residents within each field.

SOURCE: Doctorate Recipients from U.S. Universities 2015. Related detailed data: tables 23, 24.

The Alliance for Multi-Campus, Inclusive Graduate Admissions (AMIGA)

AMIGA is a \$ 1.2 million project funded by the Andrew W. Mellon Foundation. Led by UC Davis' Graduate Studies in collaboration with UCLA's Graduate Division, we work closely with graduate faculty in the humanities to introduce, develop and deliver inclusive and equitable graduate admissions processes that will increase the number of graduate students from diverse backgrounds, such as first generation and historically underrepresented. Although AMIGA began in early 2018, an earlier seed grant, Transforming Graduate Admissions (TGA), established the foundation for these holistic review graduate admission processes at four UC campuses, with far reaching impact. Research shows that holistic review results in increased access to graduate level education thereby strengthening the pipeline to faculty diversification. For three years, UC Davis' Graduate Studies has introduced and encouraged adoption of holistic review methods for all academic graduate programs. The AMIGA project has spearheaded this implementation of holistic review at UC Davis and UCLA, with best practices shared to all UC campuses.



demogs

