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.

Key Events
Prop 209 Legislation passed in 1996.
UC Davis receives NSF-ADVANCE grant to diversity 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.

RETISSION 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)

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

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:

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

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.

### 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 Rodriguez, Neurobiology, Physiology, and Behavior
- Ofelia Cuevas, Chicana/Chicano Studies
- Steven Crum, Native American Studies
- Adela de la Torre, Chicana/Chicano Studies
- Jeramy 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
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.

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.