Diversity in SBS, Social Ecology Style

Presented to
UC ADVANCE PAID Roundtable

By
Valerie Jenness
Dean, School of Social Ecology
Professor, Criminology, Law and Society; Sociology; Nursing
University of California, Irvine

October 17, 2012
Collaborators

Jodi Quas, NSF Advance Equity Advisor; Professor, Psychology and Social Behavior

David Feldman, Chair and Professor, Planning, Policy and Design

Linda Levine, Chair and Professor, Psychology and Social Behavior

Carroll Seron, Chair and Professor, Criminology, Law and Society; former NSF Advance Equity Advisor
Demographic Facts

Individual, Organizational, and Cultural Challenges

Current Efforts
The Facts
(of our demography)
Gender/Ethnicity of Ph.D.s in Social Sciences/Psychology (2010-11)

UC-Across System % Ph.D.s awarded

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% Male</th>
<th>% Female</th>
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<td>70</td>
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Comparison Institutions % Ph.D.s awarded

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<tr>
<td>nonresident</td>
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Source: UC Faculty Diversity Report 2012.
Social Ecology: New Hires 05-06 to 12-13

- Males
- Females
School of Social Ecology
Faculty Headcount by Gender

2001-2011

Source: UCI Advance Program for Equity and Diversity.
School of Social Ecology
Faculty Headcount by Ethnicity

2001-2011

Source. Charts from the UCI Advance Program for Equity and Diversity.
Department of Criminology, Law & Society
Faculty Headcount by Gender

2001-2011

Criminology, Law, & Society

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<tr>
<td>2010-11</td>
<td>34.78%</td>
<td>65.22%</td>
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Source: UCI Advance Program for Equity and Diversity
Department of Criminology, Law & Society
Faculty Headcount by Ethnicity

2001-2011

Source: UCI Advance Program for Equity and Diversity.
Department of Planning, Policy, & Design Faculty Headcount by Gender

Source: UCI Advance Program for Equity and Diversity.
Department of Planning, Policy & Design
Faculty Headcount by Ethnicity

2001-2011

Source: UCI Advance Program for Equity and Diversity.
Department of Psychology & Social Behavior
Faculty Headcount by Gender

2001-2011

University of California Irvine
Psychology & Social Behavior

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<th>Year</th>
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<td>2004-05</td>
<td>71.43%</td>
<td>28.57%</td>
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<td>69.57%</td>
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<td>71.43%</td>
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Source: UCI Advance Program for Equity and Diversity.
Department of Psychology & Social Behavior Faculty Headcount by Ethnicity

2001-2011

UNIVERSITY of CALIFORNIA IRVINE
Psychology & Social Behavior

Source: UCI Advance Program for Equity and Diversity.
“This can’t be right”
(Recent)
History Repeats Itself
(Recent)
History Repeats Itself...at the highest levels, too
Challenge #1: The Workings of White Privilege
Question: How can individuals who espouse the ideal of equity tolerate egregious inequity?

Answer: One possibility is that individuals simply refuse to acknowledge the existence of inequity.

However, these studies suggest another possibility: even if individuals acknowledge the existence of inequity, they still might not support policies to reduce it.*

Embracing meritocracy as a distribution rule causes Whites to deny the existence of racial inequality.

Whites who endorse meritocracy seek to regard themselves as high in merit, and they maintain this self-view by denying racial privilege.

Preference for meritocracy better predicts denial of white privilege than anti-Black discrimination.

On the Importance of Attributions

“We find that all of us, as a society, are to blame, but only the defendant is guilty.”
Challenge #2:
The Workings of UCI
PROFESSIONAL RECOGNITION AND ACTIVITY

Memberships

Honors and Awards

Invited presentations at educational, governmental institutions (or similar organizations)

Invited Presentations at Professional Meetings

Other Presentations at Professional Meetings

Professional Articles in this Period about you or Published Reviews of your Work (does not include publicity material)

Diversity Activities Related to Creative Activities (see APM 210)
TEACHING

Courses Taught

**Doctoral Students Supervised**  ((a) those who received their Ph.D.; (b) those who advanced to candidacy; (c) pre-dissertation committees; (d) other doctoral research supervision

**Master’s Thesis Students Supervised**

**Postdoctoral Scholars Supervised**

**Undergraduate Student Research Supervision**

**Other Research Supervision**

**Special Pedagogical Activities**

**Teaching Innovations and Materials**

Diversity Activities Related to Teaching (see APM 210)
PROFESSIONAL SERVICE

Service to Professional Societies (committees, session chair, conference organizer, etc.)

Journal Editor / Membership on Journal Editorial Boards

Standing Member of Review Boards for Funding Agencies

Ad hoc Service as Reviewer of Manuscripts and Referee of Proposals

Consulting Activities

Diversity Activities Related to Professional Service (see APM 210)
OTHER SERVICE

*University Service/Systemwide - Academic Senate,
Administrative Service; Senate Assembly; MRU, UCOP*

*University Service/Campus - Academic Senate and*

*Administrative Service:*
*University Service/School*
*University Service/Department*
*Community Service*

*Diversity Activities Related to Service (see APM 210)*
Current (Recent) Effort
Social Ecology’s Partnership with North Carolina Central University

The Departments of Psychology & Social Behavior and Criminology, Law, & Society -- together with our partner North Carolina Central University -- have secured funding for a “Summer Research Program in Social Ecology” through the UC-Historically Black Colleges and Universities (UC-HBCU) Initiative. Through this initiative, we are reaching out to four other campuses, too: Morehouse, Howard, Hampton, and Jackson State.
Institutional Collaborators

**NCCU**
- Dr. Agatha Carroo
- Dr. Debora Fortune
- Dr. Kennethia Fuller
- Dr. Jessica Ganao
- Dr. David H. Jolly
- Dr. Jonathan Livingston
- Dr. Pamela Martin
- Dr. Harvey McMurray
- Dr. LaVerne Reid
- Dr. Seronda Robinson
- Dr. Sandra Waters

**UCI**
- Dr. Susan Coutin
- Dr. Pete Ditto
- Dr. Wendy Goldberg
- Dr. Jodi Quas
- Dr. Carroll Seron
- Dr. Roxane Cohen Silver*
- Dr. Susan Turner
- Dr. Geoff Ward**

* PI   ** Co-PI
Back to Work… so we can make history!
WE SERVE WHITE'S ONLY

NO SPANISH OR MEXICANS

1940s Texas

Source: Russell Lee Collection, Center for American History, University of Texas, Austin
Hazleton, Pennsylvania, 2007

Source: Photo by Carolyn Kaster Associated Press, apimages@ap.org
Contact Information

Valerie Jenness, Ph.D.

Dean’s Office
Department of Criminology, Law & Society
University of California
Irvine, California 92697-7080

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Fax:  (949) 824-3001
E-mail:  jenness@uci.edu
Additional slides for discussion, if need be
UC Systemwide Ph.D.s awarded in Social Sciences/Psych 2010-11 (n = 582)

Source: UC Faculty Diversity Report 2012.
National Availability Data: CLS

National Availability Data: PPD

National Availability Data: Psychology*

Untenured

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% average subfields

% "general" psych

Tenured

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% average subfields

% "general" psych

* Includes developmental, physiological, social; general.

National Availability Statistics, % female untenured and tenured