The Role of Contributions to Diversity In Faculty Hiring and Academic Review

UC ADVANCE PAID Roundtable
October 25, 2013
UC San Diego



Introduction: Framing the Issues

Susan Carlson

Vice Provost, Academic Personnel, UCOP PI, UC ADVANCE PAID





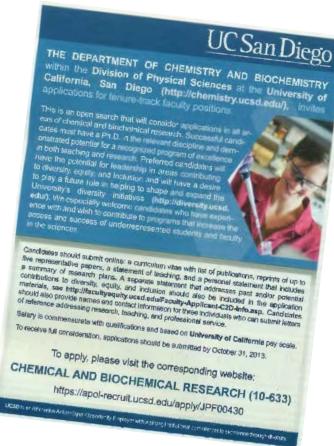
Goals of the Roundtable:

- 1. To discuss the relationship of academic excellence and contributions to diversity in STEM disciplines;
- 2. To develop well-grounded measures in evaluating and rewarding contributions to diversity;
- 3. To gain a greater understanding of faculty roles in research, teaching and service in building the pipeline of under-represented minorities and women in STEM.



Countless Opportunities to Evaluate in UC Hiring and Review

- Over 40,000 applicants to UC ladder-rank positions in 2012-13
- Over 2,000 ladder-rank hires in the last five years
- Over 7,000 review actions for professorial faculty in 2012-13





Research-based Conversations

- Petersen, Riccaboni, Stanley, and Pammolli (2012). Persistence and uncertainty in the academic career. PNAS 109:14, 5213-18.
 "... scientific achievement is becoming increasingly linked to online visibility in a considerable reputation tournament."
- Maliniak, Powers, and Walter (2013). The Gender Citation Gap in International Relations. International Organization. Doi: 10.1017/S0020818313000209.
 - "... citation counts are not a fair and objective measure of the quality and impact of a scholar."



Thanks

- Roundtable planning committee
- UC San Diego staff
- UC Office of the President staff





Welcome

Linda Katehi

Chair, UC ADVANCE PAID Steering Committee



Welcome

Jeanne Ferrante

Associate Vice Chancellor, Faculty Equity, UC San Diego



How Equity, Diversity and Inclusion Advance Institutional Excellence

Pradeep K. Khosla Chancellor, UC San Diego

Introduction by **Linda S. Greene**, Vice Chancellor, Equity, Diversity and Inclusion, UC San Diego



Using Contributions to Diversity in Hiring and Selection

- Jeffrey Remmel, Associate Dean and Faculty Equity Advisor, Physical Sciences, and Professor, Mathematics, UC San Diego
- Olivia Graeve, Associate Professor, Mechanical/Aerospace Engineering, UC San Diego
- Amy Wharton, Director, College of Arts and Sciences; Professor of Sociology, Washington State University, Vancouver; and co-PI, Washington State University's NSF ADVANCE Institutional Transformation Award
- Moderator: Herbert Lee, Vice Provost for Academic Affairs, Campus
 Diversity Officer for Faculty, and Professor, Applied Mathematics and
 Statistics, School of Engineering, UC Santa Cruz



Evaluating Contributions to Diversity Statements: Case Studies

 Moderator: Jeanne Ferrante, Associate Vice Chancellor, Faculty Equity, UC San Diego



UC Research and Data on Faculty Review and Advancement

 Diversity, Leadership, and Teaching Mentoring: Linking Personal Values to Disciplinary Norms Among STEM Faculty

Mary Blair-Loy, Director of Graduate Studies, Director, Center for Research on Gender in the Professions, and Associate Professor, Sociology, UC San Diego

Moderator: Emily Roxworthy, Chair, University Committee on Affirmative Action and Diversity (UCAAD), and Professor of Theater, UC San Diego



UC Research and Data on Faculty Review and Advancement

 Using Data to Better Understand the UC Faculty Review Process

Marc Goulden, UC Office of the President ADVANCE PAID Evaluator, and Director, Data Initiatives, Faculty Equity and Welfare, UC Berkeley

Matt Xavier, Data Coordinator, Academic Personnel, UC Office of the President



UC Panel & Discussion: Using Contributions To Diversity in Academic Review

- Linda Bisson, Professor, Viticulture and Enology, UC Davis
- Paul Garcia, Professor, Clinical Neurology, UC San Francisco
- Christina Ravelo, Professor, Physical and Biological Sciences, UC Santa Cruz
- Moderator: Kit Pogliano, Chair, UCSD Academic Senate, and Professor, Biological Sciences, UC San Diego



Speed Reporting: What Will I Bring Back to My Campus?



Next Steps

Susan Carlson

Vice Provost, Academic Personnel, UCOP & Professor of English, UC Davis; PI UC ADVANCE PAID

Jeanne Ferrante

Associate Vice Chancellor, Faculty Equity, UC San Diego



SAVE THE DATE!

"Workplace Climate: Assessments and Interventions To Improve Diversity Among STEM Faculty"

ADVANCE PAID Roundtable 5
Wednesday, April 23, 2014
UC Davis

